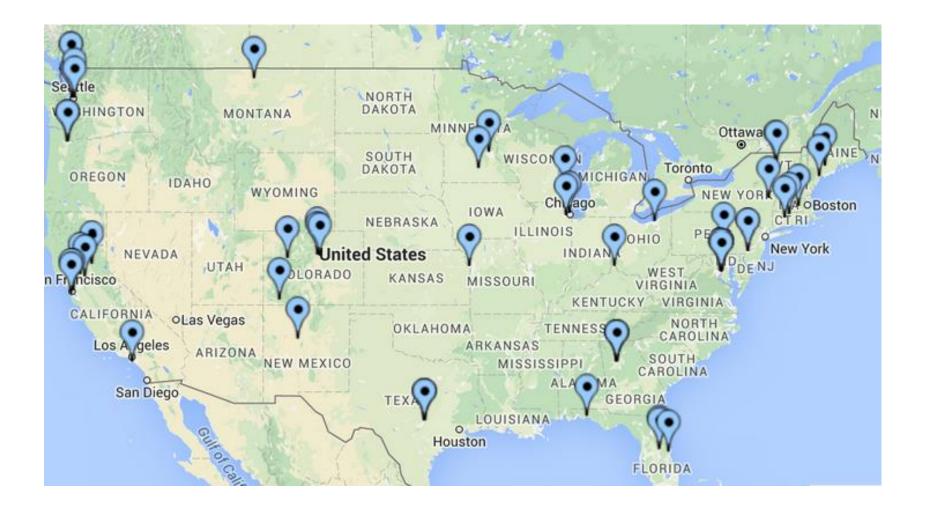


Better Buildings Residential Network Peer Exchange Call Series: *Capitalizing on Multibenefits of Energy Upgrades at Multifamily Housing (301)* December 10, 2015



Call Attendee Locations





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Call Participants: Residential Network Members

- American Council for an Energy-Efficient Economy (ACEEE)
- Arlington County
- Austin Energy
- Boulder County
- City of Bellingham
- Connecticut Green Bank
- DC Sustainable Energy Utility
- Efficiency Maine Trust
- Elevate Energy
- Greater Cincinnati Energy Alliance
- GRID Alternatives
- Institute for Market Transformation

- International Center for Appropriate & Sustainable Technology
- National Housing Trust
- Performance Systems Development
- Puget Sound Energy
- Southeast Energy Efficiency Alliance (SEEA)
- Southface Energy Institute
- Vermont Energy Investment Corporation
- Yolo Housing





Call Participants: Non-Network Members

- AE Building Systems
- Apartment Association of Greater Orlando
- Association for Energy Affordability
- BlueGreen Alliance
- Bonneville Power Administration
- Center for Sustainable Communities
- City of Orlando
- City of Philadelphia
- City of Seattle
- Clearesult
- Debra Little Sustainable Desgn

- Dorgan Architecture & Planning
- Emerald Cities Seattle
- Fox Energy Specialists
- Franklin Energy Services
- Fruitfull Energy
- Florida Solar Energy Center
- Holy Cross Energy
- Department of Housing and Urban Development
- Hunsi group Inc.
- LINC Housing
- La Plata Electric Association

- MPower
- Nexant
- Okaloosa Gas District
- Opportunity Council
 - Opportunity Link
- Snohomish PUD
- Soneter

- Southwest Minnesota Housing Partnership
- Sparhawk Group
- Stanford University
- TRC Energy Services
- Volunteers of America





Agenda

- Agenda Review and Ground Rules
- Opening Polls
- Brief Residential Network Overview
- Featured Speakers
 - Lisa Baker, Yolo County Housing (Network member) and New Hope Community Development Corporation
 - Rachel Cluett, American Council for an Energy-Efficient Economy (ACEEE) (Network member)
 - Esther Toporovsky, Enterprise Community Partners | Green Communities
- Discussion
 - What are your organization's experiences with multiple benefits of multifamily energy upgrades?
 - What types of benefits have you seen?
 - Which benefits have been most important for making the "business case" for energy upgrades?
 - Has your organization used a wide range of benefits to make a better business case for these investments?
 - What are key challenges or barriers to capturing different benefits from multifamily energy upgrade projects?
 - What strategies are useful to overcome those challenges?
 - Other questions/issues related to capitalizing on benefits of multifamily energy upgrades?
- Closing Poll and Upcoming Call Schedule





Opening Poll #1

- Which of the following best describes your organization's experience with multiple benefits of multifamily energy upgrades?
 - Some experience/familiarity 43%
 - Very experienced/familiar 37%
 - Limited experience/familiarity 11%
 - No experience/familiarity 6%
 - Not applicable 3%





Opening Poll #2

- What non-energy benefits have you seen from energy upgrade projects at multifamily properties?
 - Lower maintenance and repair costs 73%
 - Lower water and sewer bills 62%
 - Health and indoor air quality benefits 58%
 - Reduced vacancy and turnover 35%
 - Other (please explain) 8% (Enhanced security due to improved lighting in the parking lot)





Better Buildings Residential Network

Better Buildings Residential Network: Connects energy efficiency programs and partners to share best practices and learn from one another to increase the number of homes that are energy efficient.

Membership: Open to organizations committed to accelerating the pace of home energy upgrades.

Benefits:

- Peer Exchange Calls 4x/month
- Tools, templates, & resources
- Recognition in media, materials
- Speaking opportunities

- Updates on latest trends
- Voluntary member initiatives
- Residential Program Solution Center guided tours

Commitment: Provide DOE with annual number of residential upgrades, and information about associated benefits.

For more information or to join, email <u>bbresidentialnetwork@ee.doe.gov</u>





Program Experience: Lisa Baker CEO, Yolo County Housing and Executive Director, New Hope Community Development Corporation





Yolo Housing



Capitalizing on Multi Benefits of Energy Upgrades in Multi-Family Housing

Many Different Ways to Access and Capitalize on Benefits

Multi-family developers and managers tend to focus on **financing** and bottom line. Some mission driven organizations may also focus on **greenhouse gas reduction** and legacy projects.

Both of these are important but tend to miss some strategic value -

- 1.finding the sweet spot between financing, **long term operations cost reduction** and minimal system operations needs;
- 2.focusing on low cost, **self-sustaining features** often deliver better performance over the long run.

Many Different Ways to Access and Capitalize on Benefits

Often when we talk about energy reduction, we are focused on buying new systems, new gadgets and financing construction. There are important. But there are many different ways to think about MF housing and energy that reap significant rewards for small or no capital outlay. Here are some things to keep in mind:

- Think about Company/Agency operations separately from housing unit operations every saved on the company side is a real dollar in the pocket, especially in subsidized properties where there is no subsidy for common areas or corporate operations.
- □ Think about end users no amount of fancy systems will deliver performance if the customers, managers and maintenance staff aren't educated, engaged and willing

The solution

Engage your people - Educate and find ways to Reward Performance and then Move into Larger Systems



Examples 2008 - 2014



How it works

Step 1

Educate & Challenge

- ★ Staff education led to Move to Green cleaning products and 70% cost reduction in materials
- Diversion of scrap lumber to co-generation plant - no dump fees and electricity generation: win-win
- Easy to program thermostats - save over
 100 annual maintenance calls and better energy use
- ★ Educated residents about H₂0. Achieved 34% reduction without retrofits

Step 2

Think Different

- It's not just about heating, A/C and lights. Think IT/IS, cloud storage, just in time delivery for inventory and standardized, efficient inventory
- Think about the little things retractable clotheslines in the bathtub.
- high efficiency stackables in the laundry room (more units, better ADA, energy/water reduction)
- ★ LED lighting in offices and in unit kitchens/baths, typically fixtures under management control

Step 3

Go Big

- Once sustainable thinking is embedded in the organization, take the big step - retrofits, acquisition/rehab and new construction
- ★ YCH replaced 1,786 single pane windows with ultra high efficiency windows paired with other upgrades
- ★ Followed on by an acquisition/rehab of HUD multi-family structured as an energy retrofit instead of standard repositioning

Case Study - IT/IS savings - energy and cost

Original YCH Infrastructure 8 Routers 8 Switches 7 Backup Batteries (UPS) 4 Phone Servers 1 Server 1 Payroll Server 1 Email Server 1 File / Database Server 1 Blackberry Server 2 Tape Backup Systems

(Initial Cost: \$300,000 for phone system, an additional \$150,000 cost for computer systems and \$28,000 per year for phone maintenance.)

Traditional Model – Needs and costs if we did not convert to SAS 8 Routers 8 switches 8 Backups 3 File/DB Server 4 Phone Server **1** Terminal Servers 48 Licensing Costs **1** Domain Server <u>Proposed Costs</u>:\$171,800.00 <u>Annual Costs</u>: \$325.00 per user minimum (Total costs if we stayed with a traditional system would be about \$771,800 over 3 years with an additional \$17,875 in annual data fees and \$28,000 in phone service fees. Total traditional costs over 3 years: **\$909,425, not** counting KWH costs.)

Next Gen Model – Google Apps, cloud based payroll, SAS servers 1 Router 3 Switches 1 Battery 1 Database server <u>Costs</u>:\$30,100.00 <u>Annual Costs</u>: \$50 per user

(Total costs approximately \$22,030 per year. Not counting KWH savings. total costs over 3 years: **\$66,090**)

2013 Estimated Total Kilowatt Savings, not including new power management devices, installation of timed lighting and elimination of an additional server: 10,265kwh per year (Savings of \$2,156 per yr at current average pricing)



Put it all Together

So, as you can see, in Multi-Family housing, you can capitalize on energy benefits in many different ways:

- 1. **Maintenance** cost savings in terms of reducing work orders and different ways of doing business (like sending lumber to co-generation);
- 2. Unit Operations cost savings like water use reduction, LED replacement lighting, switching to green cleaning products;
- **3. Overall operations** cost savings like using pooled purchasing to reduce costs and to drive green buying, looking at energy intensive uses in office space and in automation (such as cloud-based computing).
- 4. Think whole system components fit together synergistically. You reap more benefits when you think about your entire business operations (the interconnection between people, employees and equipment. But also about equipment and operations). See example above: wrapping new exterior over existing is cheaper, and creates better insulation, along with new wider retrofit windows.

Presentation Highlights: Yolo County

- Engage, educate, and reward. Educate residents, funders, and your workforce through bottom-up approaches. Then you can move on to larger efforts, such as pooled purchasing/green buying.
- If you engage residents, they will care about energy efficiency, and work with you to cut down use. Combine potential penalties and incentives with education.
- Easily programmable thermostats cut down on maintenance calls from senior citizens. Great gadgets don't always deliver results if consumers don't accept them.





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Lessons Learned: Rachel Cluett Senior Research Analyst American Council for an Energy-Efficient Economy (ACEEE)





Accounting for the Multiple Benefits of Multifamily Energy Efficiency

Rachel Cluett, Senior Research Analyst, Buildings Program

Presentation for the Better Buildings Residential Network Peer Exchange December 10, 2015

American Council for an Energy-Efficient Economy (ACEEE)

- ACEEE is a 501(c)(3) nonprofit that acts as a catalyst to advance energy efficiency policies, programs, technologies, investments, and behaviors
- 50 staff; headquarters in Washington, D.C.
- Focus on end-use efficiency in industry, buildings, and transportation
- Other research in economic analysis; behavior; energy efficiency programs; national, state, and local policy

Consumer resources: smarterhouse.org and greenercars.org

Smarter



www.aceee.org

ACEEE's Multifamily Energy Savings Project

- Three-year project to improve the energy efficiency of multifamily housing nationwide
- Goal: Expand the number of utilities offering multifamily energy efficiency programs and increase spending and savings for these programs.
- Focus on building partnerships between the housing community, utilities, and state and local governments
- What we do:
 - Research
 - Technical Assistance
 - Utility Working Group

Upcoming/Ongoing Research:

- Multiple benefits of MF energy efficiency
- •Financing for MF energy efficiency
- •MF and the Clean Power Plan



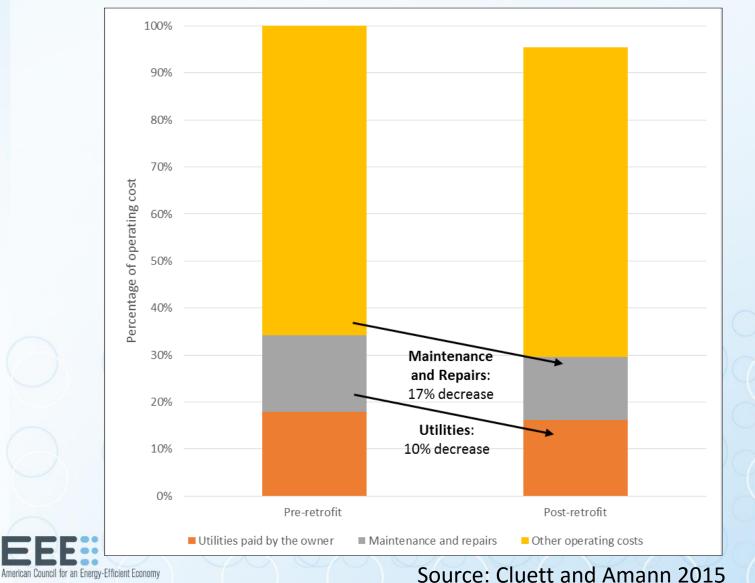
www.aceee.org/multifamily-project

Multifamily benefits

Benefit	Measure applies to	Value range (% of utility bill savings)
Reduced water and sewer costs	Faucet aerators, showerheads, clothes washers, dishwashers	Not available
Reduced need for lighting and equipment maintenance	Retrofit, lighting, equipment, and appliance programs	3-150%
Lower vacancy rates	Retrofit programs	100% (few examples)
Improved property value and durability	Retrofit programs	Property value: 10%. Durability: 18%
	Reduced water and sewer costs Reduced need for lighting and equipment maintenance Lower vacancy rates Improved property	Reduced water and sewer costsFaucet aerators, showerheads, clothes washers, dishwashersReduced need for lighting and equipment maintenanceRetrofit, lighting, equipment, and appliance programsLower vacancy ratesRetrofit programsImproved propertyRetrofit programs



Reduced maintenance costs



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Reduced Vacancy and Turnover

Tenant Impact

- More comfortable
- More control over unit temperature
- Increased reliability of heating/cooling system
- Lower energy bills
- Less burdensome energy costs

Owner Impact

Lower turnover rates
Decreased vacancy rates



Reduced Vacancy and Turnover

Lower vacancy rates

NYSERDA case study

• Vacancy rate dropped from 17% to 2%

Higher net operating income

Elevate Energy case study

• Buildings had 4.8% higher rental income and 1.6% higher net operating income



Multifamily Cost-Effectiveness Screening

The problem:

Cost effectiveness tests include all the costs associated with a retrofit, but consider the energy savings as the only benefit

Participant Costs	Participant Benefits
Participant contribution to energy efficiency project	Energy savings Water and sewer savings Reduced operations and maintenance costs Increased tenant comfort Reduced vacancy rate

An imbalanced cost effectiveness test doesn't accurately assess whether programs are in the public interest



Marketing Multifamily Energy Efficiency



Improve Your Bottom Line

types of Multi-Family Facilities

ENERGY EFFICIENCY MAKES \$MART BUSINESS \$ENSE

Want to add value to your property, increase occupancy rates and retain valued tenants by lowering energy and maintenance costs? Our programs may help you gain greater financial control by providing incentives for eligible energy efficiency upgrades.



Rhode Island Multifamily Program

Reduce your tenants' energy costs and increase the value of your property.

There's no better way to increase the value and appeal of your condominium or apartment complex than with energy-efficiency upgrades – supplemented by valuable incentives from National Grid.

Keeping tenants happy and your building full.

Slowing down turnover and keeping your complex at capacity has a huge impact on your profitability. So does keeping a lid on maintenance and upgrade costs. With National Grid's Multifamily Program, you may be eligible for rebates that make it painless to accomplish all of that, and more. Thanks to your cost-effective upgrades, your tenants may enjoy lower energy bills, a greener complex and a more comfortable living environment.



nationalgrid

HERE WITH YOU, HERE FOR YOU.

ACEEE Resources

Cluett and Amann. Multiple Benefits of Multifamily Energy Efficiency for Cost-Effectiveness Screening, June 16, 2015, <u>http://aceee.org/multiple-benefits-multifamily-energy-efficiency</u>

Russell, Baatz, Cluett and Amann. Recognizing the Value of Energy Efficiency's Multiple Benefits, Dec 2, 2015, <u>http://aceee.org/research-report/ie1502</u>



Thank you! Rachel Cluett

Presentation Highlights and Clarifications: ACEEE

- When building owners pay for efficiency upgrades, they reap many benefits in addition to energy savings (reduced maintenance costs, lower vacancy rates, etc.). These benefits can be used to market upgrades to owners.
- The projects represented in the study are all market-rate housing, not subsidized housing.
- The distribution of benefits such as reduced maintenance costs between property managers, building owners, and tenants was not examined, but would be a good subject for future study, as would the difference in benefits for low-income housing.
- The second report explores how utilities have quantified and incorporated multiple benefits into project calculations.
 - Massachusetts has done a great job with this; other states use a placeholder (e.g., 10% add-on) to represent additional energy savings.





Lessons Learned: Esther Toporovsky Senior Program Director Enterprise Community Partners | Green Communities



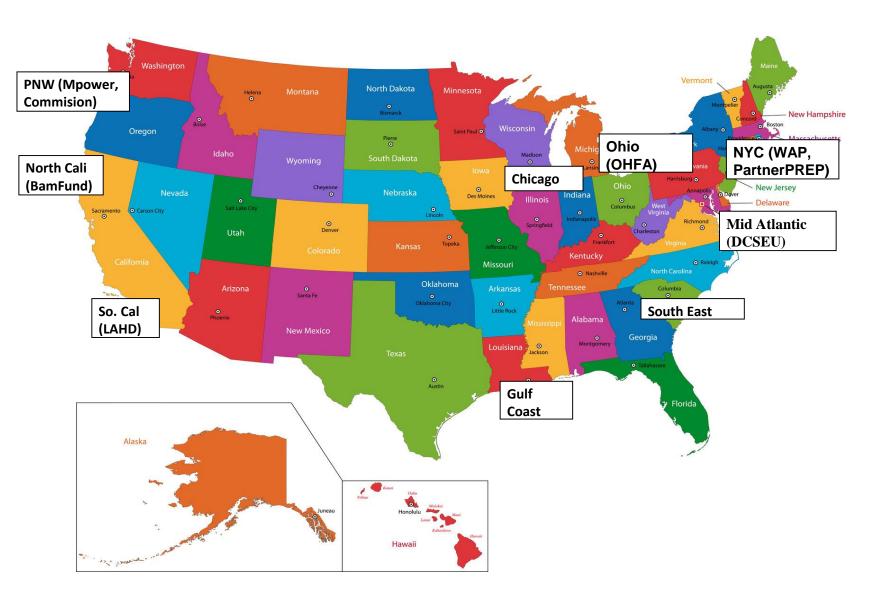
Enterprise Multifamily Retrofit Toolkit



Esther Toporovsky, Senior Program Director



Enterprise Decided to Take on Retrofitting



Enterprise's Green Commitments and Success

SOLUTIONS • Deployed \$14 M in grants to provide Technical Assistance and Capacity for Energy Efficiency, Renewable, Resiliency

CAPITAL
 Deployed \$35 M in short and long term green financing to partners across the country

POLICY & • Enterprise 16 MW White House solar commitment ADVOCACY

• Enterprise Better Buildings Challenge T.A. and Financial Ally commitment

We Aggregated our Learning's to Create a Toolkit

Breen Breen Scommunities

Multifamily Retrofit Toolkit 🗸 🔍 🔮 📥

How to Use the Toolkit

How to Use the Toolkit

This step-by-step process can be used in three ways:

Portfolio Approach - Assists you in developing an action plan to increase the efficiency of your portfolio through selective application of retrofits and related tools **Project Approach** - Assists you in taking one project through a streamlined, cost effective, efficient retrofit process

Midway through process and/or near completion - Use as a toolkit at any point during the retrofit process in order to make smart and cost-effective decisions

The 9 Stages of the Retrofit Process with Resources

The resources provided here guide you through the stages of upgrading your portfolio or property. Each stage has specific directions with tools to assist you.

Location of the Toolkit

The documents, attachments and links referred to in this document can be found at: www.enterprisecommunity.org/retrofittoolkit

OVERVIEW OF THE MULTIFAMILY RETROFIT TOOLKIT

The Multifamily Retrofit Toolkit is composed of a variety of different parts – which are listed below. These resources can be found at <u>www.enterprisecommunity.org/retrofittoolkit</u>

.....

Documents

The main toolkit is made up of four core documents:

- Step-By-Step Retrofit Process
- Energy and Water Audit Protocol
- Green Capital Needs Assessment Protocol
- Frequently Asked Questions



Includes Attachments to Guidelines and Worksheets

Attachments

Referenced within the documents are these supporting attachments:

- A Green Capital Needs Assessment Summary Table
- B On-Site Visit Guidelines
- **G** Site Visit Preparation
- D Potential Operations & Maintenance Problem Worksheet
- Inspection Worksheet
- Equipment Specifications Worksheet
- G Utility Release Form
- Benchmarking Tools
- Diagnostic Testing Guidelines
- Intersection Description Control Co
- C Energy Modeling Reporting Requirements
- Energy Modeling Input Assumptions Table
- 🚺 Integrated Pest Management Guidelines
- 🔞 Quality Assurance & Verification Guidelines
- Financial Decision Tree
- Construction Flow Chart
- O Construction Management Checklist
- Property Retrofit Screener

Includes Links to Tools

Links

Referenced within the documents are links to important resources:

- Database of Energy Efficiency & Renewables Incentives & Rebates
- <u>Technical Assistance Provider Database</u>
- Fannie Mae Green Refinance Plus Program
- Enterprise Utility Allowance Resource Guide
- National Center for Healthy Housing Resource Library
- Green Capital Needs Assessment Example
 - Housing Partnership Networks (HPN) Group Buying Program

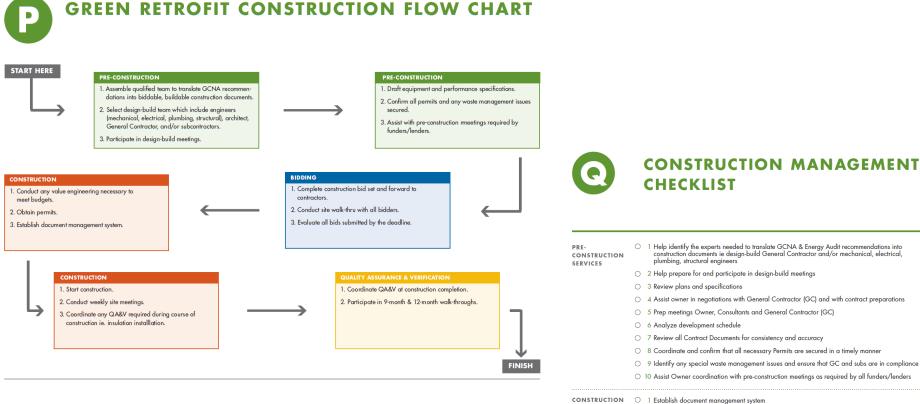
Referenced within the documents are additional toolkits which support the Retrofit Process:

- <u>Resident Engagement Training in a Box</u> Green Leader Toolkit
- **Operations & Maintenance Training in a Box**

Includes FAQ's

1	What is a Green Capital Needs Assessment?
2	When is the optimal time to retrofit a building?
3	What if my building is individually metered?
4	How do I know which audit protocol to use?
5	How do I know which retrofit measures will be most cost-effective for a particular building?
6	How can a green retrofit improve the Indoor Air Quality (IAQ) and help create a healthier living environment for the residents?
7	What qualifications should an auditor have?
8	How much does an audit cost?
9	How can I create a plan to retrofit my whole portfolio over time?
10	What metric can I use to compare and rank multiple properties in a portfolio?

Example of Tools



SERVICES

CONSTRUCTION

CLOSE-OUT

SERVICES

O 2 Evaluate proposed revision/upgrades

4 Monitor testing and inspection
 5 Review schedule and monitor progress
 6 Attend job meetings and facilitate resolution of issues

O 7 Maintain records and Files

3 Assist QA&V, systems testing
 4 Prepare written summary reports

3 Coordinate work of other consultants is structural engineer

8 Draft regular progress reports and meeting minutes
 9 Review and revise as necessary Payment Applications
 10 Review and negotiate Change Order Requests
 11 Participate in and/or coordinate punchlist walk

O 1 Generate punchlist and make sure items are addressed

○ 5 Participate in 9-month and 12-month walk-throughs

O 2 Assist Operations & Maintenance, Warranty manuals and Project Manager O&M training

Retrofit Case Study - MA

Winn Companies

- Property: Village at Brookline
- Location: Brookline, MA
- Units: 307 Affordable Units
- Year Built: 1978
- Property description: Three mid-rise buildings 7-9 stories high, 2-3 story townhomes, parking garage, significant green space, one senior building, family housing
- Utility structure: All utilities paid by owner

Scope:

- Replaced oil heating with natural gas condensing boilers;
- Removed underground oil storage tanks;
- New pumps and controls for co-generation;
- Technology interface to manage monitoring;
- Common area, apartment lighting

Financing Structure:

 \$964,474 line of credit, 20% equity (rebates); Term/Rate: 10 yr, 3.75%; Repayment: 75% savings; Guarantee: Owner personal guarantee



Learnings:

- Select the right property because the retrofit take a long time;
- Finding the right third party engineer is imperative;
- Training the maintenance staff is critical,
- Obtaining financing takes time for debt approvals and rebates.

- **Capital:** dedicated funds for affordable housing energy and renewable retrofits are limited and geographically specific.
- Technical Assistance: our market needs a network of <u>dedicated</u> service providers and tools for this market to fill a major capacity gap.
- **Demand drivers:** service providers and financiers cannot access customers readily.

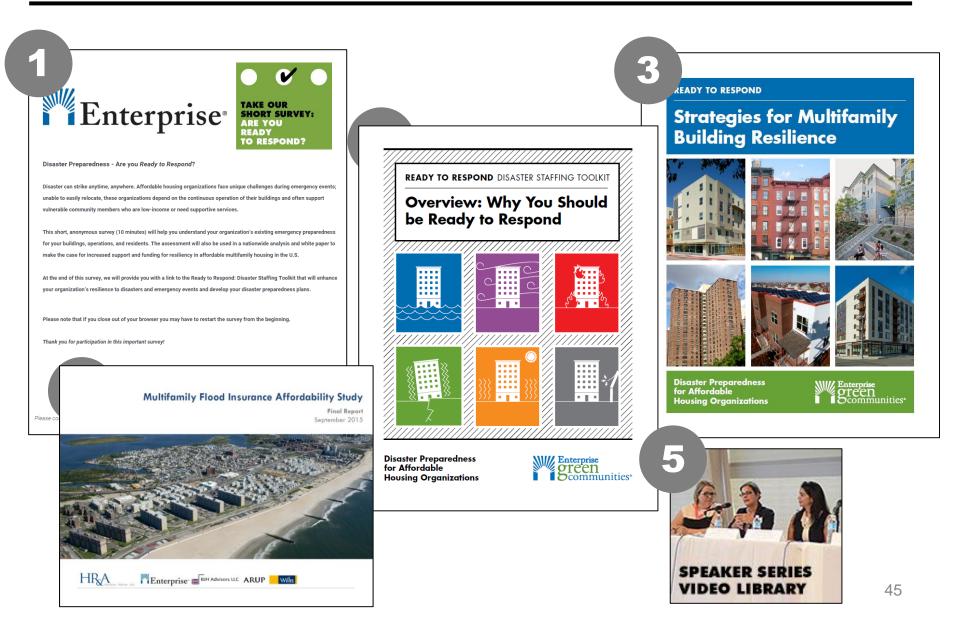
Enterprise Multifamily Retrofit Toolkit

www.enterprisecommunity.org/retrofittoolkit

SAHF EZ Retrofit Tool

www.sahfnet.org/ezretrofit.html

Enterprise's Ready to Respond: Tools for Resilience



Contact me!

Esther Toporovsky, Senior Program Director

www.enterprisecommunity.org/retrofittoolkit

www.EnterpriseCommunity.org www.EnterpriseCommunity.com



Related Resources in the Residential Program Solution Center

Explore resources related to energy efficiency upgrades at multifamily properties:

- Maryland Department of Housing and Community Development's <u>Multi-Family Energy Audit Guide</u>.
- <u>Case study</u> on Efficiency Maine's seven unit apartment upgrade.
- <u>Marketing & Outreach Make Design Decisions</u> <u>handbook</u> discusses how to articulate your value proposition for customers.



While you're there, see the latest Proven Practices post on Information Technology (IT) Systems.

The Solution Center is continually updated to support residential energy efficiency programs— <u>member ideas are wanted</u>!







Residential Program Solution Center Navigational Example

Better Buildings Residential Program Solution Center			
EERE » BTO Solution Ce	Quick Links Results	CURRENT SEARCH	
About Browse key issues that ma ^{Quick Links} case studies, presentations	Tor the Southwest	Search found 134 items	
nergy Datz	A B This report explores the best practices that utilities should undertake in the development	FILTER BY CONTENT TYPE:	
Rowse BY Program C Program C Program De information, teams C	and implementation of energy efficiency programs. The report calculates the impact that investing in energy efficiency will have on jobs, household income, and state and regional economies, along with the other public health benefits such as reducing pollution.	<u>Publications (43)</u> <u>Program Presentations & Reports (21)</u> <u>Topical Presentations (17)</u> <u>Program Materials (13)</u>	
Content Tyre reach them effectively.	, interest of the grant of the	<u>Case Studies (11)</u> <u>Handbook (10)</u> <u>Tools & Calculators (7)</u> <u>Webcast (6)</u> <u>Tips for Success (4)</u> <u>Templates & Forms (2)</u>	
Messages that the nate with communications and teriols potential customers.	th key Author: Efficiency Maine Publication Date: 2013 Year in review annual report which includes program data and success stories.	FILTER BY PROGRAM COMPONENT: Market Position & Business Model (26) Program Design & Customer Experience (48)	
Multifamily Financing Financing needs in the mul ownership structures are of furnaces or boilers, commo	ten m Author: Efficiency Maine	Evaluation & Data Collection (31) Marketing & Outreach (38) Financing (37) Contractor Engagement & Workforce Developmen (20)	
Marketing & Outreach	Financing Workforce Working Group		





Discussion Questions

- What are your organization's experiences with multiple benefits of multifamily energy upgrades?
 - What types of benefits have you seen?
 - Which benefits have been most important for making the "business case" for energy upgrades?
 - Has your organization used a wide range of benefits to make a better business case for these investments?
- What are key challenges or barriers to capturing different benefits from multifamily energy upgrade projects?
 - What strategies are useful to overcome those challenges?
- Other questions/issues related to capitalizing on benefits of multifamily energy upgrades?





Discussion Highlights

- Other Experiences with Multiple Benefits:
 - Southwest Minnesota Housing Partnership observed improvements in resident health after energy upgrades at several multifamily properties.
 - In Portland, Oregon an energy efficiency upgrade in a low-income development enabled better lighting in the parking lot which eliminated gang activity.
- Strategies for Capitalizing on Multiple Benefits:
 - Good thermostats for multifamily buildings allow a defined temperature band to be set so residents cannot widely vary it. These thermostats must be easy for residents to use to be effective, as Yolo County Housing learned.
 - Additional toolkits would be helpful on topics related to attracting new funders, and to encouraging resident engagement.





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Closing Poll

- After today's call, what will you do?
 - Seek out additional information on one or more of the ideas –
 89%
 - Consider implementing one or more of the ideas discussed 5%
 - Make no changes to your current approach 5%
 - Other (please explain) 0%





We hold one Peer Exchange call every Thursday from 1:00-2:30 pm ET

Calls cover a range of topics, including financing & revenue, data & evaluation, business partners, multifamily housing, and marketing & outreach for all stages of program development and implementation

Upcoming calls:

- January 14: What Do You Want from Peer Exchange in 2016? Moving Your Ideas Out of Hibernation (201)
- January 21: The Energy-Water Nexus and What It Can Do for Your Residential Program (301)
- January 28: Where Do We Go From Here? The Changing Landscape of Residential Energy Efficiency (201)

No calls December 17 through January 7 for a winter break. Enjoy the holidays!

Send call topic ideas to peerexchange@rossstrategic.com





Thank you!

Please send any follow-up questions or future call topic ideas to: peerexchange@rossstrategic.com





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