



Virginia Beach Homebuilder Completes First U.S. Concrete Home In PCA Builder Incentive Program



by J. Keith Beazley
Director Of Industry Services

Definitive Homes, located in Virginia Beach, has become the first Homebuilder in the United States to receive a cash award for using cement-based products in the single-family residential market. The partnership of Mike Brunick and John Reddecliff has established a very successful business with an emphasis on superior design, quality craftsmanship, and client satisfaction. Houses built by Definitive Homes can be found in neighborhoods all across Hampton Roads, including Culpepper Landing and East

Beach. Definitive Homes is offering the Earthcraft certified Polysteel homes for sale starting in the high \$300's. The two-story model is offered from \$400's.

The Portland Cement Association (PCA) Builder Incentive Program is designed to introduce concrete homebuilding technologies into markets by providing financial incentives for the use of cement-based building products and systems. The rewards are proportional to the number of homes completed by the first time concrete builder and the number of technologies utilized in the construction. Homes built with concrete will enable quality builders to set them-

selves apart and offer the innovative homebuilders the value and quality of concrete home technologies. The current weakness in the housing market is placing new demands on builders to find new ways to attract buyers. The benefits of concrete can help builders with these challenges. Builders must be qualified for the program by PCA and sign a memo of understanding indicating their intention to participate. PCA Director of Low-Rise Buildings, Donn C. Thompson, AIA, LEED AP, is the national coordinator for the project and is very pleased with the Chesapeake Project.

"Definitive Homes represents the type of regional builder that our program is intended to support," said Thompson. "Our efforts are designed to help offset initial costs associated with the first time use of the various residential products and systems that incorporate concrete. Quality builders like Mike and John have long recognized the many benefits Concrete Homes can offer. Their business thrives on offering the quality options concrete delivers. Our program gives them the upfront assistance they need to smooth the adoption of our systems."

Builders can qualify for the incentives offered for concrete technologies they have not worked with before. Concrete products for homes include Insulating Concrete Forms, Pervious Concrete, Stucco, Fiber Cement Siding, Concrete Countertops, Decorative Concrete Floors, Concrete Driveways and Patios, Roof and Floor Systems. PCA issues a check to the builders after each home is completed for a maximum of 10 homes. Average incentives per home can reach as much as \$3,700.

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Visit the Virginia Ready-Mixed Concrete Association Website at www.vrmca.com

Latest Industry Trends and Capabilities at Design DC 2009

by Hessam Nabavi
Director Of Industry Services

Building Industry Practitioners and Leaders converged at the Fifth Annual Conference Design DC, July 14 - 16, 2009 at the Walter Washington Convention Center in Washington DC. In the urban planning and design world, the real buzz has been about "Architects Leading Change in the Built Environment." The Northern Virginia Chapter AIA, the Washington Chapter AIA and Potomac Valley AIA are the organizers of this event. This peer-to-peer interactive conference and trade show is a premiere gathering of architects, designers, engineers, consultants, contractors and planners that shape the built environment. More than 70 classes, sessions and project tours were delivered by some of the most visionary leaders. Attendees to Design DC 2009 had the opportunity to mix with industry leaders, but also to enhance their marketing and business strategies.

Overall, "Design DC's objective from the start has been to create an environment where everyone – including the general public – can see and compare the latest trends and capabilities in the building industry." For that, Design DC has become the cornerstone event of the architectural industry in Northern Virginia and Baltimore/ Washington Metro Area.

Walter Washington Convention Center was transformed on July 14-16 into the epicenter of design by the region's leading design professionals, contractors, suppliers, and other professionals. This was a "can't-miss opportunity" for attendees to explore the wide range of architecture and design possibilities that exist today.

This was the fourth year for VRMCA/ NVCAC to participate in this event. Our mission was clear: we wanted to display the diversities and the possibilities that ready-mixed concrete can offer as one of the most sustainable, durable and flexible building materials that exists today. We found this year's event was a lot greener with a lot more participants than last year.

As always our success depends on our members' assistance which we ap-



Eric Iffland, of Brundage, Bone & Blanchet, LLC and Melanie Fullilove, of Titan Virginia Ready-Mix LLC in VRMCA Booth at Design DC.



Design DC Conference attendee questions Hank Keiper, of SEFA Group and James Murray, of Rowe Materials.

preciate greatly.

This year's success was possible because of the following members, who we thank for taking the time from their busy schedule to assist the council in Design DC 2009:

Art Nettle with Lafarge North America Cement, Dave Snider, Kevin Terry and Mike Renzi with Virginia Concrete Company,

Inc., Jack Hoy and James Manley with Sika Corporation, Lewis Lee with Luck Stone Corporation, Marc Granahan with Lehigh Cement Company, James Murray with Rowe Materials, Chad Richards with Crider & Shockey, Inc., Hank Keiper with the SEFA Group, Melanie Fullilove with Titan Virginia Ready-Mix LLC. and Eric Iffland with Brundage, Bone & Blanchet, LLC. ❖

Concrete Home

(continued from page 1)

In Virginia, the completed homes are inspected by Keith Beazley, VRMCA Director of Industry Services, who documents the concrete products placed in the dwelling and sends a report to PCA.

Builder John Reddecliff said, "Definitive is counting on the ICF's energy and green benefits to offer a superior product with EarthCraft Certification. Today's buyer wants a high performance green home that is affordable. The most important facet of the EarthCraft certification is the ability to measure the performance of the home. This provides piece of mind for homeowners. It also means much lower energy bills."

The Insulated Concrete Forms used in the house were distributed by Reid Pocock, Tidewater Polysteel of Virginia Beach. Reid spoke of the advantages of ICF construction, "Polysteel, the ICF used on this project, offers the home buyer, superior energy efficiency, quiet and comfortable interior environment, fire, insect and moisture resistance and with the impending hurricane season, hurricane protection for their family and belongings."

The Definitive Homes building project is located in Culpepper Landing, a subdivision which features a new zoning concept, Traditional Neighborhood Development (TND), which utilizes the principles for compact, mixed-use, pedestrian-friendly design. Culpepper Landing is a classic American Small Town, which provides a "sense of place" through its mixed-use zoning. It combines homes, shops, workspaces and a public realm of parks, open spaces and



Reid Pocock, of Tidewater Polysteel and John Reddecliff, of Definitive Homes.

community buildings. The subdivision is also the site of the Tidewater Builders Association Homearama 2009.

Jim Pratt, TCS Materials, supplied concrete to Reid Pocock for the first Showcase ICF Home in Virginia Beach back in 1996 and now, in 2009, for the first PCA Incentive Home. Jim Pratt stated "Reid Pocock and I have established a long ongoing and close working relationship through the years, and Tidewater Polysteel has developed a very efficient system of minimizing waste and the delivery-time of concrete and pumping into the forms. The pre-planning, construction, and concern for the concrete producer and builder are very much

part of every job." Since the first home in 1996, Insulated Concrete Forms have been used in a number of Tidewater Builders Association Homearama homes as storm safety and energy conservation are key elements of interest for buyers in Hampton Roads.

The VRMCA is proud to work with the builder as part of this special PCA program. The builder, Definitive Homes, is very pleased with the ICF home and is a great example for the program. The PCA Builder Incentive Program has worked well in Hampton Roads for the benefit of future homebuyers, builders, ICF distributors, and the concrete industry. ❖

Specter Supports Cloture on 'Card Check' Compromise

Senator Arlen Specter (D-PA) has announced he will support a cloture vote on an Employee Free Choice Act (EFCA) compromise. Specter's announcement to support cloture on a possible compromise comes as no surprise given his recent efforts to craft new legislation. Under Senate procedure a cloture vote on the 'motion to proceed' is a tactic used to

cut floor debate, preventing a filibuster by the opposing party. Passage of cloture requires 60 votes and affectively shuts all debate on any legislation until it is either voted on by the full chamber or reintroduced in the following Congress.

NRMCA opposes EFCA and any legislation that would remove a worker's right to a federally supervised private

ballot election when deciding whether to join a union and government imposition of union contracts. NRMCA encourages you to contact your Members of Congress to urge their opposition to any variation of the provisions contained in EFCA or possible compromise language. ❖

Pervious Presentation For Roanoke City/County Officials

by **Bob Nablo**
Director Of Industry Services

The SW VA Advisory Council was recently invited by Gay & Neel Engineers to give a presentation on pervious concrete paving to a group of planners and engineers from Roanoke County and Roanoke City. Gay & Neel is currently developing the design of a new elementary school in Roanoke County and intends to include pervious concrete in the parking areas. As with most municipalities in Virginia, neither the city nor the county have much, if any, experience with Pervious Concrete and the designers hoped that the presentation would allay some concerns borne from inexperience.

Twenty-two attendees were present for the brief seminar delivered by Bob Nablo of VRMCA, with Scott Stanley of ConRock attending and representing the SW VA Council. This group seemed to be especially focused on the topic, asking many pertinent questions and staying after the seminar to discuss further concerns. Steve Sunderman of RRMM Architects in Roanoke also attended as the Architect of Record, prompting the

audience to consider the long-term effects and benefits of this project and not just focus on the initial costs.

With several projects in the planning stages, this presentation seemed to be particularly well-timed and popular for city and county officials. Throughout the Commonwealth municipalities are

feeling the pressure to design environmentally friendly facilities as they plan for future growth. Some projects may attempt LEED certifications while other simply want to use "green" techniques, but all of these projects give us an opportunity to showcase the benefits of ready-mixed concrete. ❖



Scott Stanley, of ConRock, talks with Roanoke County Planner.

Requirements For Sustainable Construction Available From PCA

While states and municipalities are seeking to adopt ordinances that require "green" or "sustainable" construction, code officials are scrambling for appropriate practices and language to include.

To help local governments implement green building codes, the Portland Cement Association (PCA) has developed *High Performance Building Requirements for Sustainability*, a sample ordinance written in mandatory language that amends and appends the International Code Council *International Building Code* (IBC) to address high performance and sustainable buildings. It is available as a free PDF download.

The PCA requirements include the concepts in most other sustainability or green standards that are within the

purview of the building code department while enhancing disaster resistance and setting more stringent durability requirements.

A sustainable building with a higher degree of durability can decrease the amount of materials going to landfills and use of community resources when disasters occur. After Hurricane Katrina, more than 44 million cubic yards of building materials and contents were disposed of in landfills. The PCA ordinance provides mandatory requirements for increased resistance to natural disasters with the goal of reducing the number of destroyed buildings while protecting property and saving lives.

PCA has aligned the provisions with the concepts of both the Whole Building Design Guide (www.wbdg.org) and

High Performance Building Council. Enacting and enforcing these provisions provides the basis for designers and owners to obtain certification as a US Green Building Council (USGBC) Leadership in Energy and Environmental Design for New Construction (LEED-NC).

The ordinance is organized by chapter and section consistent with the IBC format and is intentionally limited to issues typically within the purview of the building code and zoning and land use officials. There are no requirements for sole source certification or fees that increase the initial project design cost.

To download a free copy of *High Performance Building Requirements for Sustainability*, visit www.cement.org/codes. ❖

Central Virginia Concrete Advisory Council

Annual Golf Tournament

Thursday, October 8, 2009
Hunting Hawk Golf Course, Glen Allen

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1:00 p.m. Shotgun Start

Cost: \$360 per team, \$80 hole sponsor

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2)_____

3)_____

4)_____

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Winners Announced for Environmental Excellence Awards

The National Ready Mixed Concrete Association has announced the 2009 Commitment to Environmental Excellence Award winners. The Environmental Excellence Awards program, co-sponsored by Concrete Products magazine, offers producers national recognition for outstanding contributions to protecting the environment and maintaining sound environmental management practices in their operation. The program salutes companies that have not only met, but surpassed governmental compliance requirements and demonstrated a commitment to environmental excellence through plant and staff investment.

The program provides awards in five categories based on the plant's production volume. Eligible plants include NRMCA producer members located in the U.S., its territories or Canada. The winning plants clearly demonstrate the incorporation of environmental management systems into the plant's operation. In addition to grand prize, winners and honorable mentions, judges also selected two plants to be honored as "Comeback Kid Award" recipients. These are older facilities that have received an "extreme makeover" to improve environmental capabilities.

"We entered the competition for our employees," said Todd Shenk, Vice President of Operations for Crider & Shockey. "They were proud of their work, and they're really the ones responsible for earning the awards." The company's Mt Jackson Plant was a winner, and their Bealeton plant received an honorable mention in category A. "Those two plants especially are always nice plants to visit. Both have really stepped up above and beyond our expectations. . . we're really proud they got it."

Derek Young, Manager of Corporate Social Responsibility and Communications for Aggregate Industries, said the Grand Prize for their Bladensburg Plant in category C reflects a company-wide commitment to pursue environmental excellence. "It's recognition of the amount of effort and work we've put into insuring our business is a very forward looking company," said Young. "And we are now aiming for Green Star Certification of all our plants."

James Woody, Environmental Manager for Chandler Concrete, said their

goal is to operate all facilities in a way their employees can be proud of. "We got two plants in there. . . this is the second time for our Madison plant (honorable mention in category A). We spent quite a bit of money trying to get our Salisbury plant (winner in category B) within the environmental rules and regulations." Chandler's Salisbury plant also won the North Carolina state association award for environmental excellence. "I've seen a lot of turn around with the employees," said Woody, "It's great to see them taking so much pride in their plant."

All plants receiving awards will be honored at an awards ceremony at the NRMCA Concrete Works in Indianapolis this October and will be featured in an upcoming edition of Concrete Products magazine. ❖



Environmental Excellence Competition Awards

In category A for plants producing less than 25,000 cubic yards in 2008

Idaho Concrete Company	Ontario Plant	Ontario, OR	Grand Prize
Ready Mix USA, LLC	Jenkinsburg Plant	Jenkinsburg, GA	Winner
imi Southwest, Inc.	Huntingburg Plant	Huntingburg, IN	Winner
Crider & Shockey (Essroc)	Mt Jackson Plant	Winchester, VA	Winner
Chandler Concrete Co.	Madison Plant	Burlington, NC	Honorable Mention
Staker Parson (Oldcastle)	Poorman Plant	Tucson, AZ	Honorable Mention
Crider & Shockey (Essroc)	Bealeton Plant	Winchester, VA	Honorable Mention
Ready Mix USA, LLC	Athens Plant	Athens, GA	Come Back Kid

In category B for plant producing 25,001 - 50,000 cubic yards in 2008

Lafarge West, Inc	Steamboat Plant	Steamboat Sp., CO	Grand Prize
Chandler Concrete Co.	Salisbury Plant	Burlington, NC	Winner
imi Tennessee Inc	Columbia Plant	Pottsville, TN	Winner
Transit Mix	Sulphur Springs	Sulphur Spr., TX	Winner
Ready Mix USA, LLC	Perry Plant	Perry, GA	Honorable Mention
Concrete Supply	Rock Hill Plant	Rock Hill, SC	Honorable Mention
Staker Parson (Oldcastle)	Ina Plant	Tucson, AZ	Honorable Mention
Ready Mix USA, LLC	Phenix City Plant	Phenix City, AL	Come Back Kid

In Category C for plants producing 50,001 – 100,000 cubic yards in 2008

Aggregate Industries	Bladensburg Plant	Bladensburg, MD	Grand Prize
Ready Mix USA, LLC	Jersey Pike Plant	Chattanooga, TN	Winner
imi South, Inc.	Hopkinsville Plant	Hopkinsville, KY	Winner
Concrete Supply	Croft Plant	Charlotte, NC	Honorable Mention

In Category D for plants producing 100,001 – 200,000 cubic yards in 2008

Transit Mix	Belton Plant	Temple, TX	Grand Prize
Redi-Mix, LLC	Alliance RM Plant	Euless, TX	Winner
Lafarge	Glenwood Plant	Atlanta, GA	Winner
Concrete Supply	North Plant	Charlotte, NC	Winner
Lafarge	Jessup Plant	Jessup, MD	Honorable Mention

In Category E for plants producing 100,001 – 200,000 cubic yards in 2008

Lafarge, Canada	Kent Ave. Plant	Vancouver, BC	Grand Prize
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The Smart Road bridge, at 175 feet tall, is Virginia's tallest bridge. Approximately 9,647 cubic yards of high-strength concrete were used to construct the 2,000-foot long bridge.

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NRMCA Green-Star Certification Program Becomes International

For the first time, the National Ready Mixed Concrete Association's Green-Star Certification Program has expanded beyond North America as the Altawi Ready Mix and Cement Products – Jeddah Plant in Saudi Arabia has complied with the program's requirements and been certified. Altawi is one of NRMCA's international producer members, many of which avail themselves of the same Association programs and services as their U.S. and Canadian ready mixed concrete counterparts.

NRMCA's Green-Star program is a plant-specific certification that utilizes an Environmental Management System (EMS) based on a model of continual improvement. Potential Green-Star benefits include:

- Favored Status – Customers favor

doing business with organizations that are known to be protective of the environment;

- Increased Revenues – Savings through efforts in pollution prevention and waste reduction;

- Improved Efficiency – Sound, consistent environmental management methods will improve profits;

- Community Goodwill – An organization's stance on environmental policy and action may be the most important factor in achieving and maintaining a community's goodwill; and

- Reduction of Liability and Risk – An organization is less apt to have environmental problems by using a proactive EMS that documents results and is committed to continual improvement.

"This is a very unique facility and

located in a dynamic urban environment that is constantly growing," said NRMCA President Robert Garbini. "This facility is one of the very few that has both the ISO 9001 (quality management system) and ISO 14001 (environmental management system)."

"It is impressive that there are three concrete reclaimers at one facility to ensure recycling of all returned concrete materials," added NRMCA Senior Vice President of Operations and Compliance Gary Mullings.

"This site has had a high level EMS in place for quite some time, which is evidenced by the use of green space and the cleanliness of the plant," said Denise Corrales, chairperson of the NRMCA Environmental Task Group from member company CEMEX. ❖



Even Electronic Communication Can Still Create Nightmares For Human Resources

By John G. Kruchko
and Kathleen A. Talty*

Electronic communication systems are an integral part of the workplace. The inclusion of these systems has facilitated and stream-lined both internal and external communication networks. However, the improper utilization of these communication systems continues to pose substantial difficulties for human resource personnel.

The majority of employers have personnel policies dealing with employee use of the company's electronic communication systems. Those policies usually contain broad prohibitions on such matters as the transmission of racist or sexist jokes or pictures and include specific notice to employees that disciplinary action, including termination, will result for violations. Despite these prohibitions, situations still arise where an employee's casual use of the company's e-mail system can result in situations where an employer's defenses to employment discrimination claims can be greatly minimized, if not completely lost. A recent federal court case illustrates the consequences when

an e-mail was inadvertently sent to an unintended recipient, i.e., the rejected job applicant, and the contents of the e-mail included inappropriate comments that were found to be evidence of age discrimination.

In the recent court case, *Wold v. El Centro Fin., Inc.*, the Plaintiff, Kenneth Wold, applied for a position as an Operations Manager with Defendant's company. In the course of the internal processing of Mr. Wold's application for the Manager position, his resume was e-mailed to the company's Chief Executive Officer for consideration. The CEO's review of Mr. Wold's resume included the following comments: "He [Mr. Wold] must be old....and just looking for something to do." Mr. Wold probably would never have learned about the CEO's comments except for the fact that the CEO did not look at the e-mail addresses, which included Mr. Wold's, before he hit the reply button. Because of the CEO's action, Mr. Wold became the unintended recipient of the CEO's e-mail which contained the above-noted comments.

When Mr. Wold did not hear anything from the company about

his application, other than the e-mail from the CEO, he filed an employment discrimination charge with the state fair employment practice agency and alleged age discrimination. In presenting its case to the state agency, the company, apparently unaware that Mr. Wold had received the e-mail from the company's CEO, argued that Mr. Wold was not hired because his application showed "aggressiveness", because he was unqualified for the position, because there were more qualified applicants and because Mr. Wold's past security and military work led the company to believe that his interest in the position was "odd."

After the state agency issued a right to sue letter and the matter progressed into federal court, the existence of Mr. Wold's receipt of the CEO's e-mail became known to the company. At that point, the company sought to distance itself from the earlier reasons that had been proffered for its non-selection of Mr. Wold. Instead, during the court proceeding, the company argued that Mr. Wold was never rejected for employment because his application was never

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* John G. Kruchko is a Partner with the Management Labor & Employment Law Firm of Kruchko & Fries in McLean, Virginia; Kathleen Talty is a Partner with the Firm. For more information, please contact Mr. Kruchko at (703) 734-0554 or jkruchko@kruchkoandfries.com, or Ms. Talty at (410) 321-7310 or ktalty@kruchkoandfries.com. This article is published for general information purposes, and does not constitute legal advice.

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forwarded internally to the person in charge of the hiring process. According to the company, when the CEO mistakenly "returned" the application to Mr. Wold via the e-mail, rather than to the hiring official, Mr. Wold was accidentally omitted from the selection process. The accidental omission from the hiring process, according to the company, was not evidence of age discrimination.

The court was not persuaded by the company's argument on that point. Nor was the court persuaded when the company argued that the comments about the Plaintiff in the CEO's e-mail that "he must be old.....and just looking for something to do" represented mere colloquialisms that failed to give rise to an inference of discrimination.

The Wold court noted that some courts have found that where certain comments were made in an off-handed manner and not in respect to a particular individual or are colloquialisms, the comments were not evidence of discrimination.

Conversely, courts have found that when the comments in question specifically reference the plaintiff, the comments can constitute evidence of discrimination.

The comments in the Wold case were, according to the court, neither off-hand remarks nor colloquialisms. Rather, the comments referred directly to the Plaintiff, Mr. Wold. The court further noted that the "just looking for something to do" comment particularly indicated discriminatory animus because it ran afoul of prohibited stereotypes. Namely, that older employees are likely to be looking for work to just keep themselves busy, rather than looking for work with the more desirable motivation of working hard and advancing their careers. According to the Wold court, such "broad, negative characterization of older employees is precisely the type of prohibited stereotype the ADEA seeks to remedy and gives rise to an inference of discrimination."

The court also found that the company's shifting and directly contradictory

explanations for Mr. Wold's non-selection were not worthy of any credibility. Before the state agency, the company had stated that Mr. Wold's non-selection was the result of a careful analysis of his resume and then a determination, based on several factors, that he was not the most qualified candidate. At the court level, the company completely rejected that line of argument. Instead, the company claimed that it never rejected Mr. Wold for employment because his resume was never forwarded internally to the actual firing official. The court found the company's contradictory positions were not valid defenses.

The Wold case highlights the need for care when writing e-mails that involve personnel or related matters. Comments that may be considered to be glib or funny at the time of writing the e-mail will not necessarily be viewed in the same light by a fair employment practice agency or a federal court. ❖

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Governor Kaine Highlights Benefits of Green Roof Construction

Governor Timothy M. Kaine recently highlighted the benefits of green construction and green roofs while touring the VaCo headquarters on Main Street in Richmond was built in 1866 and recently was completely renovated using LEED standards.

"VaCo has done a tremendous job of making environmental improvements to this historically important building," Governor Kaine said. "Legislation I signed this year will not only further my Renew Virginia initiative but will make it easier for localities to encourage green construction and green roofing. I hope localities look to the example set by VaCo to provide incentives for the development and deployment of green roofs across Virginia."

The benefits of green vegetative roofs include:

- Increased insulation provided by vegetative roofing leads to lower heating and cooling bills for the building.
- Rooftop vegetation provides an urban habitat for various forms of wildlife.
- Vegetative roofs not only absorb

heat, but they filter the air running across them—removing particulates and carbon from the atmosphere.

- Vegetative roofs help control both the quantity and quality of runoff. In urban environments especially a big storm can overpower the local stormwater system, causing dangerous sewage overflows.

- Urban centers like Richmond are often hotter than the surrounding area. This is the "Urban Heat Island Effect." The impact of all the pavement and hot roofs has the effect of raising the temperature, requiring cooling systems to work even harder and raising the temperature in some downtowns to dangerous levels. With reflective coating and vegetative roofs we can help negate that impact.

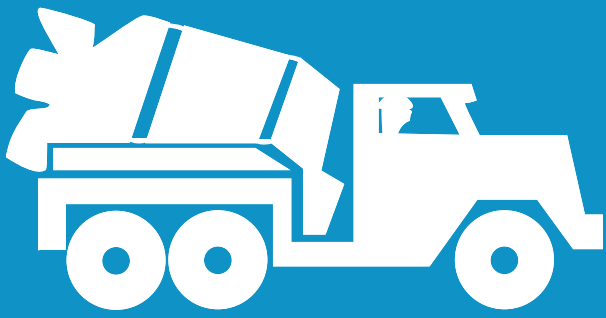
Governor Kaine signed a number of bills this year that make it easier for VaCo's members to encourage the replication of this type of effort throughout Virginia.

- HB 1975 and SB 1058 from Delegate Lee Ware and Senator Mary Margaret Whipple authorizes localities to grant regulatory flexibility and incentives to

promote the construction of vegetative roofs and solar roofs on private homes and businesses. The incentives or regulatory flexibility could include a reduction in permit fees when green roofs are used, a streamlined process for the approval of building permits when green roofs are used, or a reduction in any gross receipts tax on green roof contractors as defined by the local ordinance.

- HB 1828 from Delegate William Fralin allows water authorities to offer rate incentives for vegetative roof construction. The bill also authorizes localities to establish a rate incentive program designed to encourage the use of green roofs in the construction and remodeling of residential and commercial buildings. A locality's incentives must be based on the percentage of storm water runoff reduction the vegetative roof provides.

Governor Kaine continues to move forward his "Renew Virginia" initiative, a series of legislative and executive actions focused on promoting renewable energy, creating green jobs, and encouraging preservation of the environment in the Commonwealth. ❖



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