Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
Surrogate indicator(s) used			
	Environmental	Water: fishing/recreation	ENV32-37
		PTPC partnership with Port Townsend in support of water supply infrastructure ($, equipment)	This an economic indicator. While it is not a stand alone indicator, it is captured as a regional economic impact in ECON1-ECON5.
		Source of clay, chips and raw materials, fuel (hog,oil), recycled material	ENV7, ENV9 - carbon reduction, and ECON4. Part of the goal is to encourage local sourcing.
		Electricity generation profile	ENV19, ENV20, ENV22
		Company environmental statement that is available to the public	ENV23
		Certified sustainable sourcing - % regional (the Peninsula)	ENV7, ENV9 - carbon reduction, and ECON4. Part of the goal is to encourage local sourcing.
		WET testing	Data from WET testing represented in ENV35-ENV37
		Quantifiable measure of odor	ENV10, SOC4
		Pollution prevention projects	ECON7-ECON9, SOC1-SOC3
	Economic	Manager hiring	SOC13
		Jobs: comparison of goods purchased outside community to those locally	ECON4
		Contracts awarded to locals, partnerships with other local industries and business	ECON1-ECON5 measures amount spent locally, does not specify if that is to locally owned business
		Budgeting of upgrades of mill	ECON6 measures amount spent, does not address budgeting process
		Is there better, more enviro-friendly process to do the mills' work and it doesn't cost more	ECON6, ECON10
	Social	Support of community welfare	SOC1-SOC3, ECON1-ECON5, ECON7-ECON9, ECON11-ECON13, ENV8, ENV23, ENV28, ENV29, ENV32, ENV38
		Ethical	SOC11, SOC13
		Community complaints: persistence	Annual number of complaints, SOC4
		Use of local Port Angeles businesses (Nippon)	ECON1-ECON5 measures amount spent locally, does not specify if that is to locally owned business
		How the mill hires/treats employees	SOC11-SOC14, SOC16, SOC18, SOC19
		Non-condensable gas elements	ENV10
		Safety: expenditures on safety equipment	SOC7, SOC10
		Worker safety: absenteeism	SOC13
		Non-discrimination job policy	SOC11
		Single parent living wage	ECON12
		Part-time employees (# of), full time (# of)	ECON1-ECON5 and SOC11 contain total number of employees, though not separated out by part-time and full-time. SOC18 data includes part-time employee benefits.
		Young families employed by PTPC (head of household)	ECON1-ECON5 and SOC11 contain total number of employees, though not separated out by age of employee.
		Jobs for youth	ECON9
		Demographics of county (families, school age children, retirees, etc.)	SOC11
Beyond scope of project or tool			
	Environmental	Carpooling, commuter miles, vehicle trip reduction	Add in the future - goal of indicator being to reduce single occupancy vehicle use, not limited to carpooling

Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
		Waste: toxicity	Add in the future - may have surrogate of reduced toxicity in raw materials, as that would in turn reduce the toxicity of waste.
		Purchase/use of less hazardous chemicals, % of materials used that are dangerous	Add toxicity of raw materials as an environmental and perhaps economic indicator in the future.
		Chemical use: per ton of product	Add toxicity of raw materials as an environmental and perhaps economic indicator in the future. Amount of chemical use would be part of the calculation.
		Supply chain: up/down stream suppliers	Add in the future - goal of indicator being to green the supply chain
		Air: particulate matter (compared to wood smoke, vehicle emissions)	Mill emissions: ENV6. We are only measuring the mill footprint, not the community's impact from wood smoke and vehicle emissions.
		Compliance: unhealthy air days	A mill is only one data point in the measurement of unhealthy air days in a community. We are only measuring the mill footprint, not the community footprint.
		Quality of soil in mill landfill, testing for impact on bay; site contamination - frequent testing; site cleanup projects	Beyond scope of project. The mill's permit for the landfill is with with local county health department, not Ecology.
		Use of green products (bamboo, citrus soap)	Add in the future - percent of green product used as raw materials
		Product lifecycle	Beyond scope of project at this time.
		Climate: sequestration	Beyond scope of project. Sequestration is measured in the carbon footprint of the timber industry, not pulp and paper
		Amount of water used by mill compared to whole community	We are only measuring the mill footprint. Community footprint is beyond the scope of this project.
		SOx, NOx, acid rain compared to total in area	We are only measuring the mill footprint. Other emissions contribute to acid rain.
		Monitoring of stacks 24/7	Monitoring requirements are set by federal law.
		Types of fuel and amounts	Proprietary information, WA State Attorney General's office confirmed
		Harbor impacts (past)	Data on harbors prior to the mills is not available, as the mills have been in place for a long time. Additionally, we are only measuring the footprint of the mill as it exists now, with a baseline of 2006.
		Shoreline armoring	Data on harbors prior to the mills is not available, as the mills have been in place for a long time. Additionally, we are only measuring the footprint of the mill as it exists now, with a baseline of 2006.
	Economic	Value of exported product	
		"Tacoma pork" - maximized use of tax dollars	
		Ratio of domestic to exported product	
		Lifecycle analysis of business and products/process to follow product from induction to recycle.	
		Wealth generation	
		Assure long-term business success	
		Sustainability of economic model	
		Capital: marketshare	
		Financial: grants, loans (gov/private), outside investment	
		Jobs: % of population (unemployment)	
		Sales: production gains	
		Taxes: outside community	
		Hidden subsidies (tax relief, LID, construction loans)	
		Funding infrastructure of the town - look at quality of funding/projects	
		Profitable	

Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
		Infrastructure improvements: water, power transmission lines, roads	
		Jobs: # of employees who own in community	
		Jobs: local investment options	
		Jobs: $ that goes out of community - corp. profits	
		% of paper sold locally versus internationally	
		Bringing rail services to Port Townsend/Jefferson county	Future addition of rail only as part of carbon footprint analysis, if used by the mill
		Sharing resource for public departments	
		% of operating budget allocated to enviro health and safety	
		Business plan specifics for operating in a global/local economy	
		% of profits reinvested in the company (PTPC mill)	
		# of management jobs from community	
		Amount of sick leave taken by mill employees	
		Taxes (state and local) - monetary contribution to town over 20 years	Taxes are included in ECON1-ECON5 for 2006 and 2007. Change over time from base year (2006) will be measured with continued mill participation in project.
	Social	Professional advancement: community trends	
		Safety - programs that make employees safer outside mill	
		Charitable contributions: affordable housing * mill contributions	
		Community relations: way to track complaints/areas they came from; % who made complaints; communications of changes in operations, mill ownership, other information	Annual number of complaints, SOC4; Anyone can make a public disclosure request from the Dept of Ecology to receive complaints tracked by the Emergency Response Tracking System (ERTS)
		% of employees residing in PT or Jefferson county area	
		% of PTPC employees who use benefits in Jefferson County	
		Level of education (mill employees as proportion of county)	
		% of Jefferson County residents with similar benefits as offered by mill	
		Demographics of county (families, school age children, retirees, etc.)	
		Audited/validated annual report of social, environmental and economic indicators	
		Impact of mill on other businesses in Jefferson county	
		Safety: behavior-based observations	
		Safety: # of invitations to labor and industry (L&I)	
		Safety: community preparedness activities, participate we/ mill for emergency events	
		Community job diversity	
		Mill tours - communication	
		Benefits for retirees from mill ($ benefits according to national average)	
		Diversity of PT/Jefferson county (demographic, education, skills, age)	
		Adequate data available to assess health effects	Dept of Health leads this activity.

Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
		Terrorism	
		# accidents related to mill vehicles	
		Differential in house selling time and prices within plume; property values plume (chemicals)	
		Moving from area - prevent population growth	
No existing data			
	Environmental	Air quality reporting: community monitoring	Add in future should community collected data become available. Data collection must follow EPA guidelines and quality assurance protocol.
		Toxicity monitoring out in community	Add in future should toxicity monitoring out in community become available. Data collection must follow EPA guidelines and quality assurance protocol.
		Emissions at mill and at multiple locations in city	Environmental domain contains many emissions from the mill. Add emissions at multiple locations in the city should data become available. Data collection must follow EPA guidelines and quality assurance protocol.
		Odor monitoring out in community	Add as social environmental nuisance indicator in future should data collected out in the community become available. Data collection must follow EPA or State guidelines and quality assurance protocol.
		Noise (time of day, volume, duration)	
		Lighting (beneficial)	
		Carbon credits	ENV7 and ENV9 account for carbon. Carbon credits in a cap and trade system have not yet come to be.
		Quality of food	
		Soil: site contamination - frequent testing	
		Soil: site cleanup projects	
	Economic	Productivity per unit labor - sustainability	
		3-5 retirements => new hires	
		Training for local community members	
	Social	Contribution to local visual aesthetics, physical environment of the mill not a deterrent (trees, trails, cleanliness, painted)	
		Community complaints: total, type, persistence	Vast majority of complaints received are odor, captured by SOC4. Data for other types of complaints (ex. lights, noise, vibration, aesthetics) not available.
		Mill families: total # of individuals, geographical distribution, demographics, from which county	
		Monitoring in community	Add as social environmental nuisance indicator in future should data collected out in the community become available. Data collection must follow EPA or State guidelines and quality assurance protocol.
Available data doesn't meet intent of indicator			
	Environmental, social	Participation in "beyond compliance" programs, such as EPA's Performance Track and the Industrial Footprint Project	Everyone filling out the tool would get full points
	Social	Mill communication with community (newsletter, meetings, notification of releases, weekly articles in local paper about mill activities, voluntary reporting of excursions to the community)	This could be anything from an email or phone call on. Range of data so large, parameters would need clear definition.
Subjective, unclear, or not measurable (quantifiable)			
	Environmental	Community	

Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
		Quality of water, air and food	
		Penalties paid as a weighing factor;	
		Safe storage	
	Economic	Ease of doing business	
		Bureaucratic red tape	
		Generation of disposable income	
		Positive image for tourism	
		"Synergy" - mill supports the community and in turn community supports mill longevity, longevity/stability of local businesses and diversity	
		Mill as indicator for local growth/decline in the community - influential but not sole dependence of community	
		Retirees may become good public servants (know the bottom line)	
		High wages at mill - more development, more spending	
		May result in higher wages in other businesses - competition for people	
		Potential to attract a similar type business/complimentary	
		Lost opportunity cost from businesses that have not located here or moved due to mill	
		Employee support of local businesses	
		Maximum use of tax dollars	
		Water	
	Social	Community awareness of mill	
		Education: inspiration	
		Culture - home	
		Sense of security from employment	
		Social stigma/perception	
		Perception of "green" operations	
		Quality of life	
		Mill built in the 20's still operating successfully	
		Good jobs may lead to better jobs for the kids	
		Mill fosters an environmental of family stability	
		Visible entity as an industry partly defines the community	
		People who have moved	
		Commitment to town culture, history, future	
		Crime - employment stability	
		Job security	
		Reporting in response to public inquiry (number and types of reports, monitoring)	
		Communication with the community	

Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
Report or study suggestion			
	Environmental	Elwha dam removal - impacts on Nippon mill and resources	
		Source of water	Include in narrative of final Industrial Footprint Project report for each mill
		Effects of fluoridated water on product	
		Land area needed to produce product	
		#/types of permits	
		Impact on animals, habitat, marine	
		Health impacts: asthma and cancer rates	
		Water: marine biodiversity survey	
		Employee health (cancer, age)	
		Studies on other carcinogen causes/sources	
		Impact of burning hog fuel	
		Measure abnormalities of aquatic life within mixing zones	
		Illness statistics (reportable and non-reportable anecdotal)	
		# of nesting eagles in proximity	
		Wildlife in general area	
		Groundwater intrusions	
		Pond infiltration to sea water (# and quality of substances)	
		Receiving water quality studies	
		Water rights	
		Real time monitoring and availability of data to public	
		Green energy (biofuel versus fossil fuel)	
		Cost of enforcement	
		Types of waste	
		Waste: acid rain study	
		Water: cleanliness of H2O taken in	
		Renewable versus non-renewable	
	Economic	Impact on property value, Growth/impediment to property values (assessment comparisons), mill economic benefits to home ownership measured by survey, loss of rental tenants due to plume	
		Impact on other business (fisheries)	
		Impact on tourism	
		Opportunity cost, lost opportunity cost from businesses that have not located here or moved due to mill	
		Economics of being green and local versus moving operations overseas	
		Potential impact on health resources due to mill emissions/discharges/operations	
		Economic sustainability - before and after comparison to town that lost a mill	
		Impact of business recruitment to the community, relocation of business because of plume	
		Economic impact of health effects	

Indicators not selected at this phase of the project

Reason not chosen	Domain	Indicator	Explanation
		Impact of bankruptcy	
		Labor quotient (imported $=job created) what loss of job would do to/in community	
		Effect of absentee owners ($ and % invested in and out of community)	
		Recycling - cost savings to municipalities by having local outlet for cardboard recycling	
	Social	Safety: age of workforce compared to other industry	
		Community health (physical)	
		% of mill jobs that can be met with local education	
		Odor: efforts to reduce odor incidents	
		Health concerns: cancer study of area; behavior changes because of emissions/particulates/odors/toxins; does odor relate to health, is it harmful; emissions related to health; disease, cancer rates, employee cancer rates	
		Health impacts on retirees or former/current mill employees	
		Skills developed at the mill that build capacity for green careers	
		How mill uses/recycles items from waste stream	
		Family - from which county	
		Environmental justice	
		Community leader index	
		Healthcare provider awareness	
		Community right to know	
		Compliance w/ family medical leave act	
		Property values in the plume	
		Impact of mill on other businesses in Jefferson County	
Inappropriate use of footprint tool			
	Environmental	Mechanical pulping vs. chemical	Mills cannot be compared to eachother at this point in the project.
Specific to individual mill, not applicable to industry as a whole			
		Electricity generated (hydro)	Mills use a variety of energy sources, dependent on location and what's available to them in the energy market, ENV19, ENV20, ENV22 cover mill energy use.
		Management of city water system, water supply partnership that keep water supply costs down, water pipeline maintenance, equipment	Only applies to PTPC. Not included because the footprint tool is standardized for all participants
		Quimper Community Credit Union	Applies only to certain communties
Recommendation to Dept of Ecology for enforcement			
	Economic	Permit fees - support economic activities	
Lack of resources to collect data			
	Social	Diversity of skill sets employed (professionals, trades)	
Public Disclosure			
	Social	Open & transparency: reporting in response to public inquiry (number and types of reports, monitoring); access to data; access of information re: emissions	Anyone can make a public disclosure request to the Dept of Ecology for complaints, and data. Mill policy is beyond the scope of this project.

Indicators Suggestions from Public Meetings

Environmental Domain

Suggested indicator	Phase one decision
Recycling	ENV30
Sustained reduction in air, water, solid waste emissions	Air emissions: ENV1-ENV18; Water emissions: ENV34-37; Solid waste: ENV30, ENV31
Energy	ENV19-ENV22
Biodiversity	On mill-site: ENV38; Off mill-site: ECON7
Carcincogens discharged	ENV1-ENV3, ENV11, ENV13, ENV14
Air emissions compared to permit limit	ENV8
Embodied energy per product	ENV21
Beneficial reuse based on value of reuse	ENV27, ECON10
Reduction of mill emission, CO_2 by biological sources	ENV7, ENV9
Sustainability of source material	ENV24-ENV27
Impact of burning recycled fuel oil	ENV1-ENV18
Regulatory compliance, efforts to meet or exceed compliance, history of compliance	ENV8, ENV23, ENV28, ENV29
Air: particulate matter (compared to wood smoke, vehicle emissions)	Mill emissions: ENV6.
Climate: greenhouse gas emissions	ENV7, ENV9
EMS: ISO 14001 qualifying	ENV23
Puget Sound: water	ENV32-ENV37
Sustainability: raw materials	ENV24-ENV27
Resources consumed	ENV24-ENV27
% recycled products sold	ENV27, ECON10
Where recycled material comes from	Part of the carbon footprint - ENV7, ENV9; internal recycling (closed loop waste product use as raw material) part of the data collected for ENV24, ENV27, ENV30
Use of "green" fuels	ENV20, ENV22
Initial Puget Sound Partnership goals: water	ENV32-ENV37
Initial Puget Sound Partnership goals: emissions	ENV1-ENV18
Initial Puget Sound Partnership goals: remediation/habitat	ENV38, ECON7
Initial Puget Sound Partnership goals: Brownfield	ENV38
Energy generation and consumption based on production	ENV19-ENV22, ECON1-ECON5
Distance to acquire raw material	Part of ENV7, ENV9, and SOC5 calculations
Internal recycling (water, fuels, chemicals)	Part of ENV24, ENV27, and ENV30 calculations
Toxic release inventory emissions	ENV2, ENV3, ENV11-ENV18
Technology innovation	ECON6, ECON 10 (this indicator includes the decision to buy used equipment rather than new)
5 or 10 year compliance performance	ENV, ENV9
Consumption of recycled products	ENV22, ENV24, ENV26, part of ENV30, ECON10
Bio-friendly fuels	Partially captured by ENV22. Whether or not a fuel is actually "bio-friendly" is determined by its pollutant emissions (ENV1-ENV7, ENV9-18).
Chemical use: chlorine	ENV37 - dioxins and furans created by chlorine use is part of the AOX indicator
Raw materials: recycled content	ENV24, ENV30
Waste: volume, type, disposal method	Part of ENV30 and ENV 31 calculation
Fossil fuels	Part of ENV19 calculation
% recycled products sold	ENV26, ECON10
Odors	ENV10, SOC4
Water consumption	ENV32, ENV33
Effluent impacts	ENV34-ENV37

Indicators Suggestions from Public Meetings

Environmental Domain	
Truck traffic (in/out)	If trucks are owned by mill - carbon is measured by ENV7 and ENV9. All truck traffic owned or not is captured in SOC5.
Air emissions (steam/particles)	Particulate matter - ENV6
Amount of community education (relative to air emissions)	Part of ECON9 and SOC1 calculations
Resources consumed	ENV19, ENV24-ENV27, ENV32, ENV33
Marine life impediment	ENV34-ENV37
% of recycling (goal 100%)	ENV30
Waste (goal 0)	ENV31
Aesthetics	SOC4
Landfill operations/contributions	ENV31
Distance raw product travels	If trucks are owned by mill - carbon is measured by ENV7 and ENV9. All truck traffic owned or not is captured in SOC5.
Evaluation of infrastructure	ENV23
Compact fluorescent lights	Part of ENV7, ENV9, and ENV19 calculations
Timers for light	Part of ENV7, ENV9, and ENV19 calculations
Amount of new virgin fiber	ENV26, ECON10
Transportation footprint (trucks in/out, rail/barge fuel burn)	If trucks are owned by mill - carbon is measured by ENV7 and ENV9. All truck traffic owned or not is captured in SOC5.
Spill response/preparedness	SOC7, SOC9, SOC10
Traffic effects	SOC5
Air: comparative changes over time; emissions from ponds and stacks	ENV1-ENV18: The footprint tool will provide a percent of change over time
Water: use (per ton of product)	ENV33
Water: reuse (per ton of product), how much water is recyled	Part of ENV32 calculation
HAPs	ENV1-ENV3, ENV11-ENV16, ENV18
Emissions not under the permit, not regulated	ENV11
Land donations to support environmental projects, recreation support, chips to park playground	ECON7, ECON8, SOC2, SOC3
Solid waste emissions	ENV30, ENV31

Economic Domain	
Suggested indicator	Phase one decision
Indirect benefits: jobs, income, tax base; trickle down economics	ECON1-ECON3
Maximize raw materials	ENV24-ENV26 (Add economic value indicator in the future.)
Minimize waste	ENV30, ENV31 (Add economic value indicator in the future.)
Waste to beneficial reuse	ECON10, ENV22, ENV24, ENV26
Produces more than consumes	All economic indicators encourage this
Move toward sustainability	Goal of entire footprint tool is to measure that movement
Production of better environmental results	One goal of the Industrial Footprint Project
Payroll, taxes paid, local purchases, outside contractors	Part of ECON1-ECON5 calculation
Value added to raw materials	ECON10
Number of jobs	Part of ECON1-ECON5 and SOC11 calculations
Average wage	ECON12
Encouragement of economic development	ECON10
Supporting local schools or trade schools, scholarships/grants	ECON9, SOC1
Capital: age of equipment, depreciation vs. investment; Physical infrastructure maintenance and upgrades	ECON6
Capital: research and development	ECON6, ECON10
In-kind: facilities, volunteering	ECON8, ECON9, SOC1, SOC2
Jobs: local economy/materials, direct/indirect	Part of ECON1-ECON5 calculation
Jobs: $ pay + benefits= total compensation	Part of ECON1-ECON5 calculation, ECON11-ECON13
Product sourcing: bought locally/regionally	ECON4
Taxes: in community	ECON2
Wages: total	Part of ECON1-ECON5 calculation
Having mill helps to bring in kids for the schools, professional employees (e.g. engineers), spouses of employees often work	ECON3
Supplies to the mill	ECON4
Donations	ECON8, ECON9
Good benefits (Doctors, dentists, etc.), retirement	ECON11, ECON13
Potential skill based training at Peninsula College, education in schools, young people aware of professions and salaries, participation/support of higher education	ECON9, SOC1
Local payroll - amount back into local economy	Part of ECON1-ECON5 calculations
Business synergies	ECON10
Use of local services	ECON5
% of revenue spent locally, goods and services to community	ECON4, ECON5
Transportation	If mill owns fleet - Part of ECON1-ECON5 calculations
$ and time invested in community	ECON4, ECON5, ECON7-ECON9, SOC1, SOC2
Infrastructure costs/effects	ECON6
Jobs: where payroll and taxes are spent	ECON1-ECON5 provides an estimate based on county averages
Jobs: % w/ 401k benefits	Part of ECON11 and ECON13 calculations
Jobs: $ reserved by mill for remediation work (any contamination)	ECON7-ECON9
Training	SOC17
Turnover	SOC16
Demographics of employees	SOC11
Philanthropy to community	ECON7-ECON9, SOC1, SOC2
% of revenue that remains in county	ECON4, ECON5

Economic Domain	
Suggested indicator	Phase one decision
Time and training for emergency responses	SOC9, SOC10, SOC17
Mill tours	Part of ECON9 calculation
Negative impacts	One of the goals of the footprint tool is to measure negative impacts
Land use planning for undeveloped acreage	ECON7, ENV38
Average pay of non-management staff	Part of SOC14 calculation
Pay range	SOC14
Local purchase by company	ECON4, ECON5
Creating a market for recyclables	ECON10
Worker retention	SOC16, SOC13
Contributions to community non-profits	ECON8
Interconnectedness in local economy	ECON1-ECON5
Traffic (social?) % of total traffic to town	SOC5, for mill only
% of profits reinvested in the company (PTPC mill)	ECON6
% of profits that stay in community	ECON1-ECON5
GDP % of total county - how much stays in community	ECON1-ECON3

Social Domain	
Suggested indicator	Phase one decision
Corporate Code of Conduct: health/safety preparedness/commitment, emergency management or safety plan	SOC6-SOC10
Education: mentorships, interships, participation with educators, outreach, seminars, summer programs	SOC1, ECON9
Education: technical awareness	SOC1, SOC11, ECON9
Employees: turnover rate, retention	SOC16
Employees: personal satisfaction	SOC13
Employees: donating time to the community, volunteer hours, boards, leadership, community government	SOC1, SOC2
Employees: retirement and health benefits, 401(k), dental	ECON11, ECON13
Outreach: CAG	Part of SOC1 data
Labor relations	SOC13, SOC15, SOC19
Safety performance	SOC6, SOC7, SOC9, SOC10
Training employees	SOC9, SOC17
Diversity, demographics	SOC11
Community involvement: wages	Impact of wages on local community part of ECON1-ECON5 calculations
Donations to community: financial, in-kind, charity	ECON7-ECON9
Forest product industry image: education, public speaking, mill tours	ECON8, ECON9
Health and safety: injury rate, incidents, loss time	SOC7
Health and safety: wellness programs and benefits (stress reduction, YMCA particpation)	SOC8
Health and safety: awards and community recognition	SOC3
Health benefits: part time versus full time	SOC18
Jobs: direct/indirect	ECON3
Professional advancement: compensation, employee assistance program, PTPC commitment to continuing education & professional dev. (time per employee)	SOC17, ECON11
Location - use of property (shoreline management)	ECON7, ENV38
Odor nuisances	SOC4
Family-friendly workplace policies	SOC 18 includes paternity leave
impacts on traffic/infrastructure	SOC5
Living wage	ECON12
Job satisfaction	SOC13
Accessibility of discovery trail	ENV38
Recycling, mill end user of society's waste (RFO, cardboard)	ENV24, ENV26. RFO is not an example of recycling but of end use consumption.
Wellness programs: zero tolerance drug use, drug abuse/rehabilitation programs, non-smoking programs; drug free workplace	SOC8
Volunteer index	SOC1, SOC2
Good will: land donated to city	Possibly ECON7 or ECON9, depending on use by city.
Health concerns: carcinogens	ENV1-ENV3, ENV11, ENV13, ENV14
Odor: # of odor complaints	SOC4
Safety: # of employee trainings in CPR/First AID	Part of SOC9 and SOC17 data
Safety: Incident command employees	SOC9
Wage distribution: wage range from line worker to management	SOC14
Philanthropy	SOC1, SOC2, SOC3, ECON8, ECON9
Traffic caused by mill's needs	SOC5

Social Domain	
Suggested indicator	Phase one decision
% of products recycled (sustainability measures)	ENV24, ENV26