



Building for Success

Case Study – IDEXX World Campus, Westbrook, ME

Presentation Overview

- Introduction to IDEXX
- Evolution of Workplace Planning
- Facility Design Features at IDEXX World Campus
- Considerations for Facilities and Real Estate Management





Introduction to IDEXX

IDEXX – Company Overview



- 31 years as global leader in veterinary and livestock diagnostics, water and dairy testing
- Nearly 7,000 employees globally in over 90 locations
- 2015 revenue of \$1.6 billion
- Purpose: ...enhancing the health and well-being of pets, people and livestock

IDEXX World Campus

- Corporate headquarters located in Westbrook, ME
- Over 720,000 square feet (2 locations)
- Functions: Research & Development, Manufacturing, Distribution, Marketing, Customer Support, Corporate Administration
- 2013 Synergy Building Addition - LEED Gold Certified





Evolution of Workplace Planning

Foundational Planning Objectives

- ✓ Sufficient Space
- ✓ Capability to Support Growth
- ✓ Efficiency
- ✓ Incorporation of Space & Furniture Standards
- *Alignment with Business Strategy*



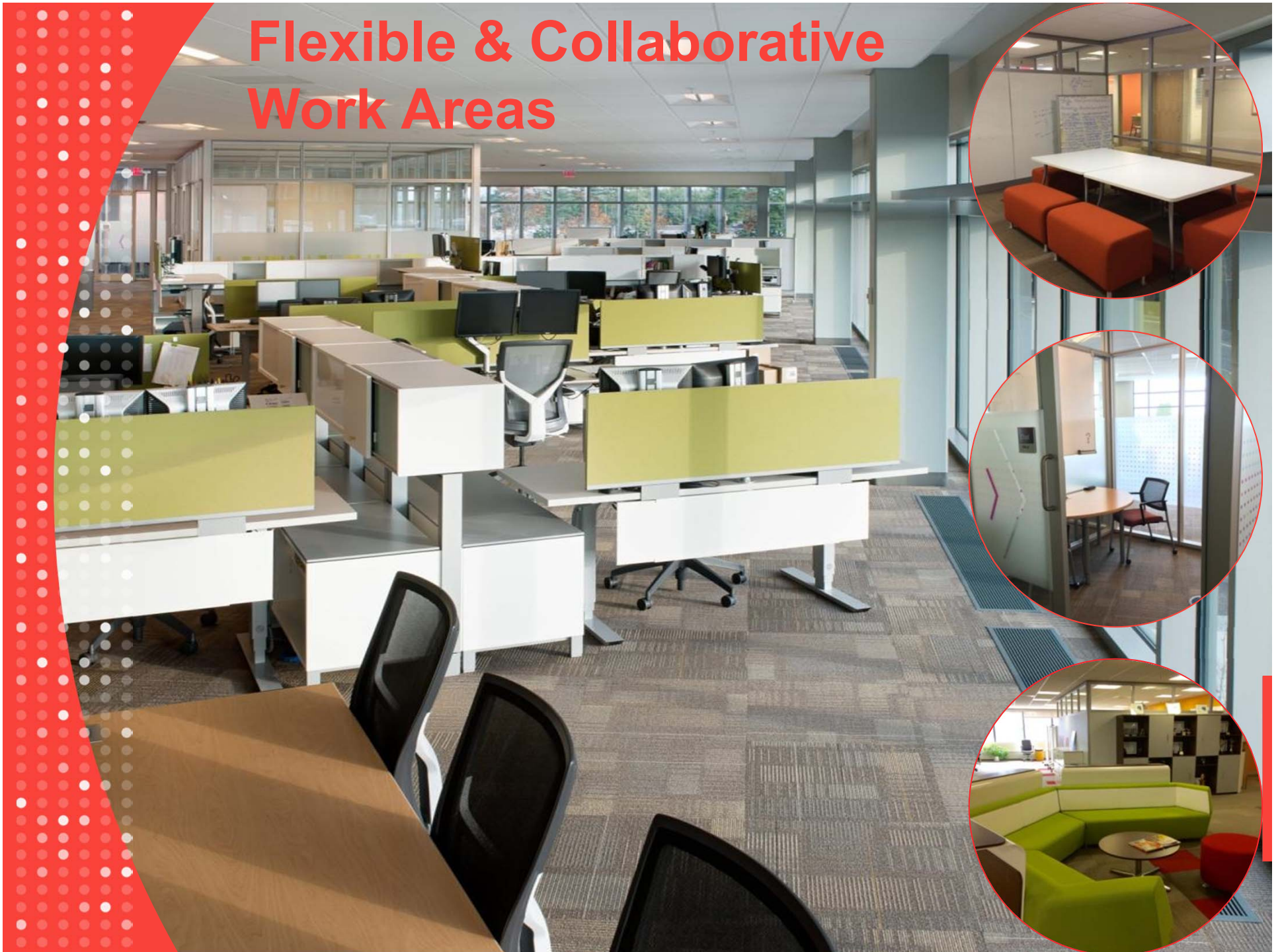
Expanded Planning Objectives

- ✓ Flexible & Collaborative Work Environment
- ✓ Health and Wellness
- ✓ Experience - Employee Focused Spaces
- ✓ Sustainability
- *Alignment with Culture*



Facility Design Features at IDEXX World Campus

Flexible & Collaborative Work Areas



Flexible & Collaborative Work Areas



Technology



Health & Wellness



Experience - Food & Dining



Experience - Engagement



Experience – Community Clubs



Sustainability





Considerations for Facilities and Real Estate Management

conneXXions is a weekly newsletter with updates on a new way of working at the IDEXX World Campus. Each week we will provide you with timely news, tips, tools and information on space, technology and culture. Please send feedback to conneXXions@idexx.com on topics that you would like covered in future issues.

conneXXions

A new space — a new way of working.

Collaborative Work Spaces

Designed for mobile working

Whether you're doing heads down work, planning with a colleague or brainstorming with a group, there is a space in the new building designed specifically for your work style. You no longer need to do all your work from your desk or waste your time looking for a conference room. Each room is set up with the technology to be as productive as possible.



Chat room

Bring personal items home.

Digitize Your Files

Business Support Services helps you go paperless

Nothing creates more clutter than stacks of old documents and records. They may be important to you, but digitizing your files will let you access and reorganize these documents with ease. As IDEXX becomes leaner and more sustainable, it is important to regularly transition your print to digital files. Preparing for the move is the perfect time to work with the Business Support Services Team, who is ready to assist you through this process.

Contact Phyllis Jolley in Business Support Services via email to begin the digitizing process. Or call at x68380

MOBILE: Your best place to work

With access to new technology IDEXX employees are no longer tied to the work space that suits your specific needs, even if those needs change. You are empowered to explore new options in the Synergy Center or at home to create the best workplace to fit your life and work styles.

CULTURE

Embrace the Change

There is a better way

Change should be empowering. In a recent TEDx talk Jason Clarke looks at the complaints we often have when companies start to change. These complaints are often the only thing that stands between maintaining the status quo and innovation, passionat work and work/lifestyle harmony. Clarke walks us through the process of embracing the change so we can back to work. If you have questions concerns about our upcoming move watch this video for reassurance of the positive nature of change.

CHALLENGE #8

"How to embrace change and be successful in the move."

Change Management

- Acknowledgement that adjusting to change can be a challenge
- Recognition of unique ways of working
- Leader sponsorship
- Education and engagement of employees

Capacity Planning



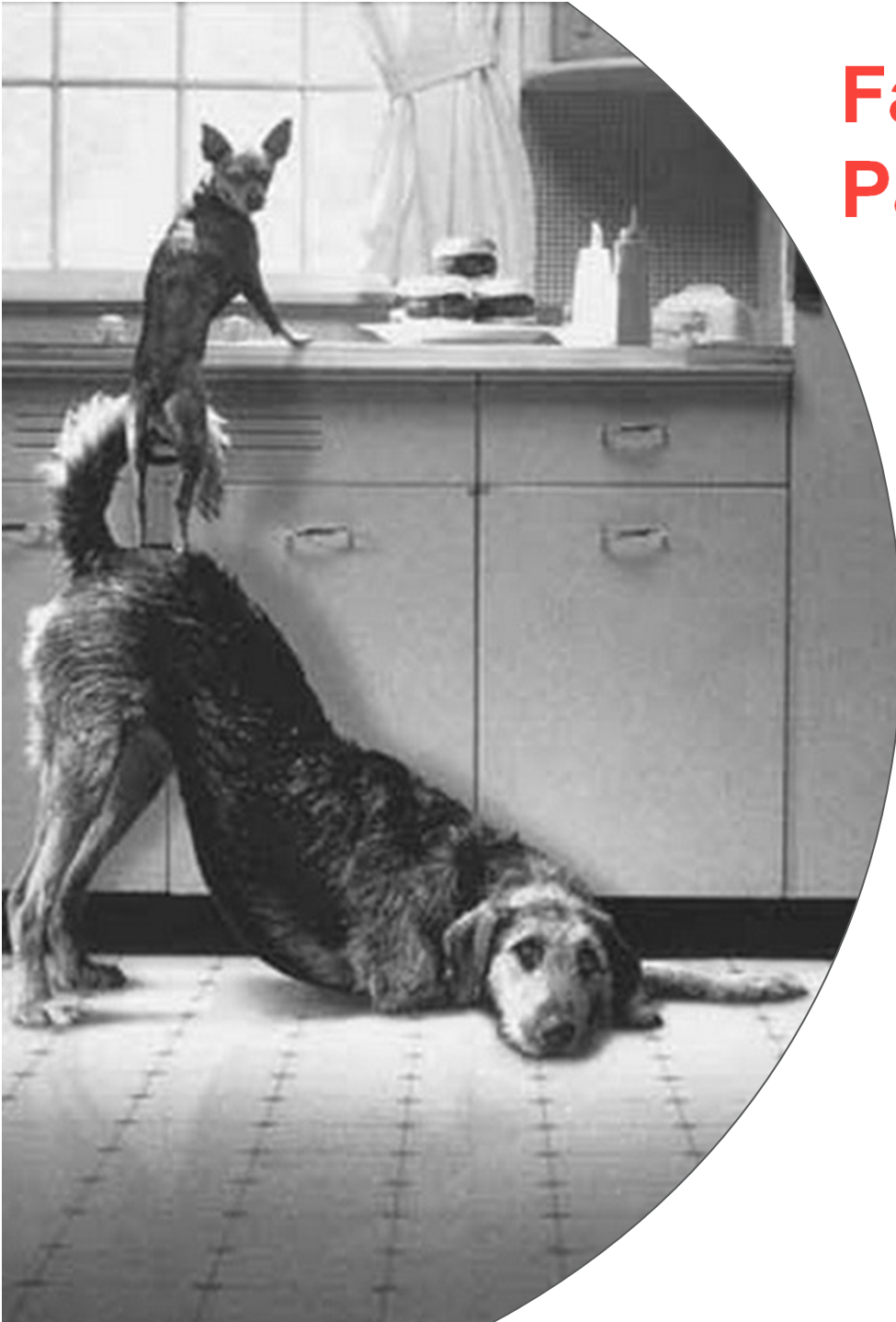
- Utilization tracking
- Space forecasting
- Consideration of other facilities infrastructure
- Strategies to optimize space and life of assets

Real Estate Portfolio Management

- Key space criteria:
 - Open, flexible spaces
 - Access to natural light
 - Employee amenities
 - Technology infrastructure
 - Parking
- Balance with other strategic location metrics, e.g. costs, labor market, service
- Portfolio planning and multi-year facilities roadmaps

Facilities as a Strategic Partner

- Enablement of culture and desired experience
- Change management
- Continuous listening, learning, and improvement
- Translation of corporate objectives into real estate decisions



IDEXX