DOE Building Technologies Webinar: Tools and Best Practices for Implementing Green Leasing





Speakers

- Adam Sledd- Institute for Market Transformation
- Steve Teitelbaum- Washington Metropolitan Area Transit Authority
- **Jim Nobil and Alexandra Kosmides-** U.S. General Services Administration (GSA)

Date/Time

March 26th 1:00 - 2:30 PM (EDT)

Webinar Agenda



1:00	Welcome and Introduction (Kristen Taddonio, Department of Energy)
1:05	Speaker Introduction (Andres Potes, Booz Allen)
	 Adam Sledd - Institute for Market Transformation
	 Steve Teitelbaum - Washington Metropolitan Area Transit Authority
	 Jim Nobil and Alexandra Kosmides - U.S. General Services Administration (GSA)
1:10	Introduction to the Green Lease Library
	(Adam Sledd, Institute for Market Transformation)
1:30	Implementing Green Leases
	(Steve Teitelbaum, Washington Metropolitan Area Transit Authority)
1:50	GSA Sustainability and Green Leasing
	(Jim Nobil and Alexandra Kosmides, U.S. General Services Administration)
2:10	Q&A and Discussion (Andres Potes)
2:30	Adjourn

Introduction to CBEA and Market Transformation team



What is CBEA?

- The Department of Energy's Commercial Building Energy Alliances (CBEA) are partnerships between DOE and the commercial building sector:
 - Commercial real estate
 - Healthcare
 - Retail
 - Higher education
- CBEA members are building owners, managers, developers, and operators that control more than 8 billion square feet of the total floor space
- The purpose of the alliances is to help members make informed decisions about implementing energy efficiency practices
- CBEA provides tools to members including sector-specific information, peer exchange opportunities, stakeholder collaboration, and other resources

CBEA Market Transformation Team

- The CBEA market transformation team is one of several alliance project teams that cut across building sectors
- This project team helps CBEA members to overcome non-technical barriers to implementing energy efficiency
 - Green leasing
 - Financing
 - Stakeholder partnerships
 - Training
- To join contact kristen.taddonio@ee.doe.gov

Speaker Introduction

Adam Sledd



Institute for Market Transformation, Program Manager, Green Leasing and Federal Buildings Program

As a founding partner at Sledd Properties LLC, Adam brings almost a decade of commercial real estate management experience to IMT. Prior to joining IMT, Adam was a business development and marketing associate at Ready Corporation Worldwide, a leading provider of pre-engineered sustainable building systems. His work there included developing housing proposals for the U.S. Department of Homeland Security as well as the governments of Ghana and Haiti. He has also worked extensively in the film and publishing industries. Adam received his bachelor's degree in Media Studies from Pitzer College and is currently working on his MBA at American University.

Steven A. Teitelbaum



Washington Metropolitan Area Transit Authority, Senior Real Estate Advisor in the Office of Station Area Planning & Asset Management

Mr. Teitelbaum works with the private sector to monetize WMATA's real estate assets and enhance ridership, whether through development, sale or lease. Before joining WMATA, Mr. Teitelbaum spent three decades practicing commercial real estate law at large law firms in Washington, DC and New York City. Mr. Teitelbaum earned both his undergraduate and law degrees from Columbia University. He also authored the publication generally referred to as the BOMA Green Lease Guide and is a frequent lecturer on commercial real estate topics.

Speaker Introduction



James Nobil Jr



Alexandra Kosmides



U.S. General Services Administration, Public Buildings Service, Office of Real Estate Acquisition and Center for Realty Policy

Jim Nobil is a Senior Realty Specialist with GSA's Center for Lease Policy in the National Office of Leasing. Jim's position at GSA entails establishing leasing policies and the implementation of laws and regulations as they may pertain to GSA's leasing programs. With 25+ years of private sector commercial real estate experience Jim has held senior level positions in real estate acquisition, disposition, commercial and multi-family development, and asset management with several national firms. Jim holds a Senior Certified Leasing Specialist designation from the International Council of Shopping Centers.

U.S. General Services Administration, Public Buildings Service (PBS), Office of Leasing

Alexandra serves as the Sustainability Representative in the National Office of Leasing, interpreting, coordinating, and implementing various green leasing initiatives for PBS and GSA. She developed the systems, procedures, and guidance required to report key internal and external greenleasing measures for PBS and GSA. Alexandra has 20+ years of private-sector real estate experience related to conducting market research and site selection analysis. She earned her undergraduate (University of Delaware) and graduate degree (Johns Hopkins University) in urban studies and city planning. Alexandra is an active member of the Urban Land Institute, D.C. Building Industry Association, U.S. Green Building Council, and National Building Museum.







NYUSCHACK Institute of Real Estate









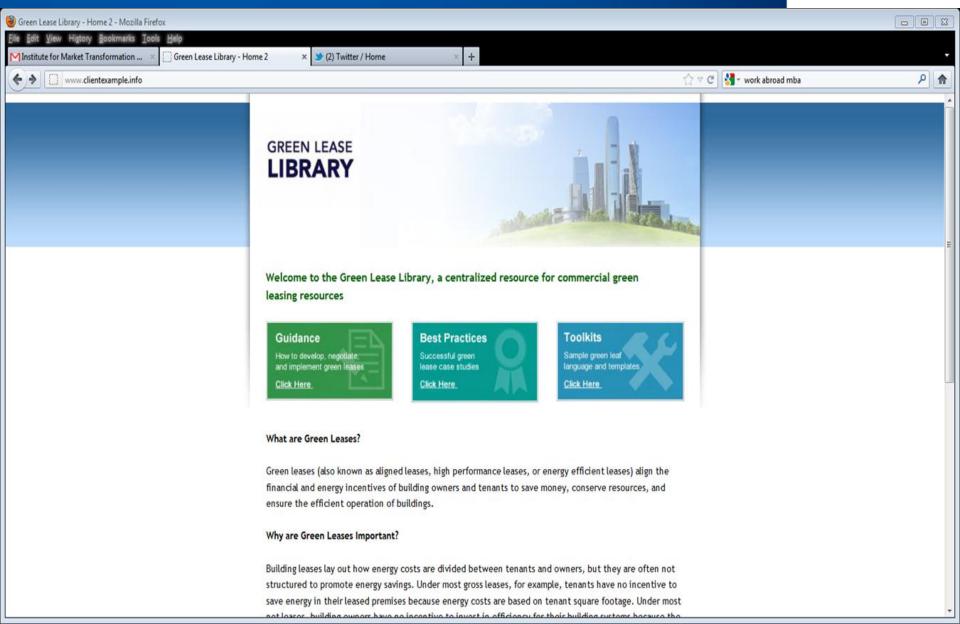
Introduction to the Green Lease Library

Adam Sledd Program Manager, IMT

March 26, 2012

A Collaborative Resource



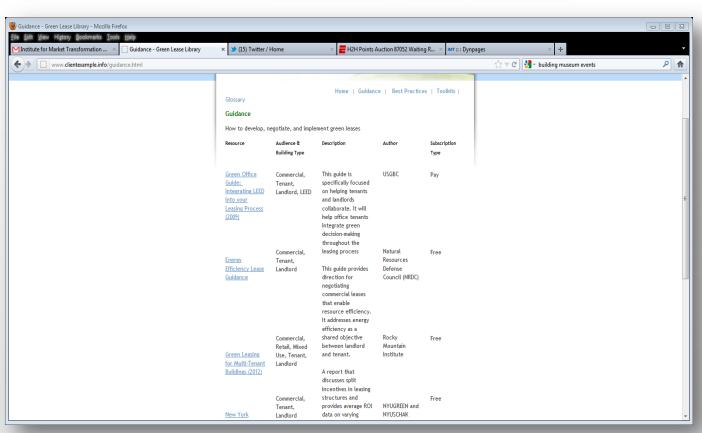


Collected Guidance and Practices













Defining Green Leasing



A lease in which landlord and tenant agree to include sustainability concepts and assign costs and benefits of sustainability improvements.

The goal is to align incentives to minimize "split incentive" problem.



Why "Green" the Lease?



• Fix the split incentive problem and maximize potential for energy efficiency improvements.

 Ensure that the lease helps each side meet corporate sustainability goals.

 Anticipate lease issues caused by new or potential regulations.

Green Leasing Means More Than LEED



Energy Efficient





Obstacles To Green Leasing In The Marketplace



- Energy efficiency concepts and benefits not well understood by all four stakeholder groups.
- Even among landlords/tenants with sustainability goals, knowledge is not filtering down to those responsible for leasing efforts.



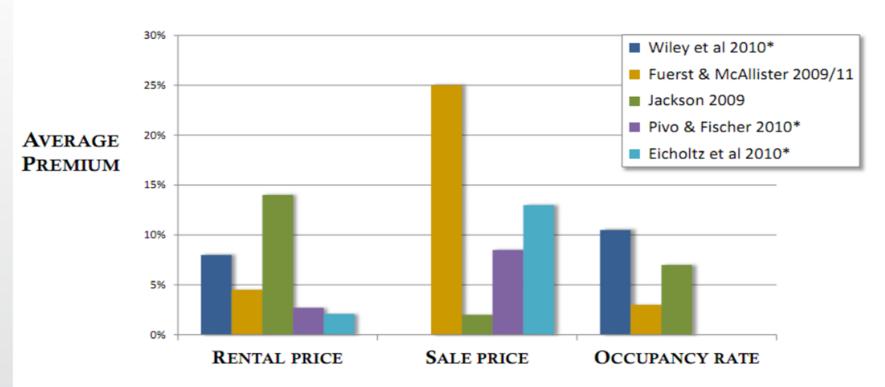
Photo courtesy of Flickr user: Michael W. May

 Lawyers often negotiate out key points and slow down the deal process.

Efficient Buildings Are Valuable Buildings



Added Value of ENERGY STAR-Labeled Commercial Buildings in the U.S. Market



© Institute for Market Transformation, 2011.

All studies controlled for multiple factors, including building size and location.

For more information, please contact David Leipziger at david@imt.org.





^{*}These studies only tracked two of the listed indicators.

Who Pays For Efficiency?



Full service gross

Owner pays for all core building operating and capital expenses.

Modified gross

Owner pays for capital and a "pool" of operating expenses.

Tenant pays all increases in the pool after the first year of the lease.

Net lease

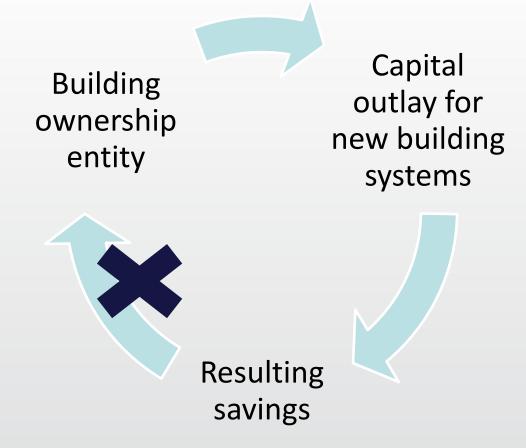
Tenant pays base rent and all operating costs defined in the lease, and may or may not pay for capital improvements.





The Split Incentive Problem





PlaNYC/REBNY Clause



(b) <u>Capital Improvements.</u>

Landlord may include the costs of certain Capital Improvements in Operating Expenses pursuant to Section 1.1(a)(v)(16) in accordance with the following:

- (i) <u>Capital Improvements Intended to Improve Energy Efficiency</u>. In the case of any Capital Improvement that the Independent Engineer certifies in writing will, subject to reasonable assumptions and qualifications, reduce the Building's consumption of electricity, oil, natural gas, steam, water or other utilities, and notwithstanding anything to the contrary in Section 1.1(a)(v):
- A. The costs of such Capital Improvement shall be deemed reduced by the amount of any NYSERDA or similar government or other incentives for energy efficiency improvements actually received by Landlord to defray the costs of such Capital Improvement, and shall further be reduced by any energy efficiency tax credits or similar energy-efficiency-based tax incentives actually accruing to Landlord as a result of such Capital Improvement.
- B. For the purposes of this Section 1.1(b)(i), "simple payback period" means the length of time (expressed in months) obtained by dividing (x) the aggregate costs of any such Capital Improvement, by (y) the Projected Annual Savings. By way of example: If the aggregate costs of such Capital Improvement are \$2,000,000 and the Projected Annual Savings are \$500,000, then the simple payback period for such Capital Improvement is forty-eight (48) months.
- C. Commencing with the first Comparison Year following the year in which such Capital Improvement is completed and placed in service, and continuing for the duration of the Adjusted Payback Period (as hereinafter defined), Landlord may include in Operating Expenses a portion of the aggregate costs of such Capital Improvement equivalent to eighty percent (80%)¹ of the Projected Annual Savings, so that the aggregate costs of such Capital Improvement will be fully amortized over one hundred twenty-five percent (125%)² of the simple payback period (such period of time, the "Adjusted Payback Period"). By way of example: If the aggregate costs of such Capital Improvement are \$2,000,000, the Projected Annual Savings are \$500,000 and the simple payback period for such Capital Improvement is forty-eight (48) months, then Landlord may include \$400,000 of the aggregate costs of such Capital Improvement (i.e., an amount equivalent to 80% of the Projected Annual Savings) in Operating Expenses for five consecutive Comparison Years (i.e. sixty (60) months or 125% of the simple payback period).

- Developed in conjunction with New York City Mayor's Office.
- Landlord recovers cost quickly, tenant nets additional savings after payback.

Start With The LOI



 What are each side's corporate sustainability objectives?



 Does either party need to ensure that a 3rd party standard or certification (LEED, ENERGY STAR) is met?



IMT's Work On Green Leasing



 Assist partners in creating and updating green lease guidance

Provide technical assistance for D.C.
 stakeholders via Sustainable Energy Utility

 Educate stakeholders through media, webinars, conferences

TOOLS AND BEST PRACTICES FOR IMPLEMENTING GREEN LEASING

Steven A. Teitelbaum
Senior Real Estate Advisor
Washington Metropolitan Area Transit Authority

steitelbaum@wmata.com

Author

BOMA Guide to Writing a Commercial Real Estate Lease, Including Green Lease Language, 2008

BOMA Guide to Sustainable and Energy Efficient Leasing for High-Performance Buildings,

2011

2008 - "THE BIRTH OF THE GREEN LEASE"

 CoStar names "the birth of the green lease" one of the ten 10 events of the year for sustainable buildings, yet the subject is still new to many

 The first widely-published green lease forms were circulated

> RealPAC - National Standard Green Office Lease for Single-Building Projects (later heavily revised)

BOMA - Guide to Writing A
Commercial Real Estate
Lease, Including Green
Lease Language
(superseded in 2011)



WHAT IS A "GREEN LEASE"?

It's definitely <u>NOT</u> a standard lease in a green building

It can be a lease that addresses sustainability in a non-green building

Most likely, it is a lease that addresses sustainability in a green (or wannabe green) building

The key is that a "green lease" addresses sustainability issues in a forward-looking manner

"To infinity, and beyond!"



GREEN BUILDING vs. GREEN LEASING



GREEN BUILDING vs. GREEN LEASING



LEED for Existing Buildings: Operations & Maintenance

Most LEED certifications are oriented to design and construction issues

LEED-NC, LEED-C+S, LEED-CI/ID&C

There is one LEED certification that addresses *operations*:

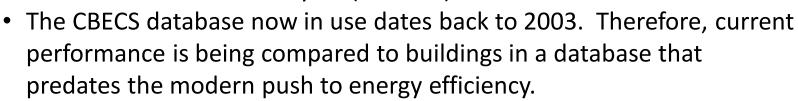
- LEED for Existing Buildings: Operations & Maintenance (LEED-EB:O&M)
- Fastest-growing LEED certification
- Building must have an operating history before it can be certified
- Building must be at least 50% occupied (reduced in late 2009 from 75%)
- Alternatives include Green Globes for Continual Improvement of Existing Buildings and BOMA 360



Source: U.S. Green Building Council

ENERGY STAR

- Energy efficiency is only one of several factors that LEED considers
- If energy efficiency is your interest, look not to LEED but to the U.S. Government's **ENERGY STAR** rating system
- Administered by U.S. Department of Energy and U.S. Environmental Protection Agency
 - Uses on-line Portfolio Manager tool -self-reporting and free
 - Compares your building's actual usage to the usage of the CBECS database
 - Score of 1 (the lowest) to 100
 - 75 or above is ENERGY STAR "labeled"
 - LEED EB: O&M requires an ENERGY
 STAR score of only 69 (soon 75)





ENERGY STAR

The U.S. DOE in September 2011 requested private sector input on a proposed *voluntary* "National Asset Rating Program for Commercial Buildings"

- Would complement, not replace, ENERGY STAR
- Would fill in gaps, such as by rating buildings that are vacant or whose occupancy isn't sufficient to qualify for ENERGY STAR ratings
- Also would distinguish between intrinsic base building systems and operational choices so that building structures could be measured apples-to-applies and occupant behavior could be identified
- Would identify energy-saving opportunities
- Would apply to both new and existing buildings
- Builds on State-wide systems, such as California and Massachusetts



Various forms in the marketplace that can be used as starting points

- Usually promulgated by trade associations and entrepreneurs
- Vary considerably in their approach and utility
- Shared concept: the key is greening *operations*, not merely greening design and construction
- Form biases
 - Most are pro-landlord for simple reason that landlords are most often the draftsmen and/or consumers of lease forms
 - Exceptions: California Sustainability Alliance and USGBC's own recommendations
 - But if the tenant is the motivating party to going "green," then the tenant can propose its own allocations of responsibility and cost

NYC Government & Real Estate Board of New York (REBNY)

- 2011 sample lease language adopted
- Addresses only the "split incentive" issue, not qualitative issues



Proposes:

- Tenant to share capital expenses to the extent of projected, not actual, operating cost savings
- Costs amortized over anticipated "payback" period for the savings, not more customary "useful life" of improvement
- Projections made by independent expert engaged by landlord
- Carrot to tenant is that landlord's recovery via this pass-through is limited to 80% of projected savings
- Available at http://www.nyc.gov/html/planyc2030/downloads/pdf/110517a_energy-neggy-n

Natural Resources Defense Council (NRDC) task force, 2008-2009

- "Split incentive" arises in a net lease context
 - Landlord pays for capital improvements and tenant pays the building's operating expenses
 - <u>Dis</u>incentivizes the landlord from spending its capital on green measures that reduce operating expenses because it is the tenant that benefits from the reduced operating expense



- A bit oversimplified because:
 - In most net leases tenants do pay some capital expenses
 - Landlords have other incentives to improve their buildings, e.g. marketability to tenants and resale
 - Argument starts from assumption that "green" is capital intensive, the so-called "cost premium"

Natural Resources Defense Council Lease Energy Efficiency Guidance

- Provides conceptual framework for addressing split incentive
- Advocates greater transparency and information-sharing between landlords and tenants
 - Traditionally anathema to landlords
 - But anticipated USGBC's move to require energy efficiency reporting by certified buildings
- Allows landlords more favorable amortization of capital costs incurred in saving energy than traditional "useful life"
- Does not provide actual lease language
- Available at http://cycle-7downloads.com/downloads_files/Energy_
 %Efficiency%20Lease%Guidance%203-18-09.pdf

National Standard Green Office Lease for Single-Building Projects

Real Property Association of Canada www.realpac.ca



- First actual lease to promulgate green lease language
- Puts most green provisions in separate rider
- Great illustration of the rapid shift in green leasing from aspirational to a hard-nosed business approach
 - 2008 version was expressly aspirational
 - Expressly made it <u>not</u> a default for a party to violate the green rider
 - March 2009 reissuance largely abandoned that approach and is hard-nosed and extremely pro-landlord
 - February 2010 reissuance made evolutionary, mostly technical, upgrades

BOMA (Building Owners and Managers Association International)

www.boma.org



2008 – Guide to Writing a Commercial Real Estate Lease, Including Green Lease Language

- 2011 Guide to Sustainable and Energy Efficient Leasing for High-Performance Buildings
- BOMA Guides incorporate the green language directly into the text
- Very detailed, comprehensive, approach to greening a building's operations and also requiring that tenant build-out be green
- Contain lots of explanatory text and commentary discussing both the green and non-green provisions

Green Office Guide – USGBC, Summer 2009

www.usgbc.org

- More of a gentle guide to greening buildings
 - Addresses both build-out and operational matters
 - Really useful for uninitiated tenants



- Includes good questionnaires, RFP language, and scorecards
- Provides sample green lease language
 - presented on a stand-alone basis, without context
- Assumes tenant is the motivating force, therefore pro-tenant language
 - Lease clauses are somewhat aspirational
 - States that there is no expectation that an alert landlord will agree to a significant amount of this

Green Leases Toolkit

California Sustainability Alliance

www.sustainca.org



- Assumes that the tenant is the driving force in going green
- "Green Request for Proposal"
 - Asks landlord for a very thorough explanation of the green elements of its building
- "Due Diligence Scorecard" to compare buildings
- "Lease Provision Database"
 - Very rudimentary
 - Aspirational, like many early adopters
 - Probably more useful in issue-spotting than in crafting an actual lease

Model Green Lease, 2009

- Since the split incentive arises only in net leases, Model Green Lease tries to encourage use of "gross lease"
 - In true gross lease, tenant pays fixed rent, regardless of actual operating costs, and Landlord pays all actual operating costs
 - Landlord incentivized to save operating costs
 - party who pays for the improvement should reap the rewards
 - Model Gross Lease really uses a modified gross lease, with a base year or expense stop, so effect isn't all that different
- Brevity, very pro-landlord
- Potential FASB effect on gross leases?
- Available for purchase at <u>www.squarefootage.net</u>



CONCLUSION (WELL, ALMOST)

- Multiplicity of tongues indicates that there is no one universal truth
- Still evolving standards, still evolving expectations
 - Evolving emphasis on prospective operations and not merely design and construction issues
- Any approach should be customized to individual building and interests of the parties
 - Not all buildings are alike or can accommodate same standard, physically, legally or in the marketplace

THE ORIGINAL 800-LB GORILLA

Note absence (so far) of references to Federal role



- No Federal regulations apply to private sector buildings
- U.S. General Services Administration
 has aggressively tried to use its market
 power as a tenant to require
 sustainable buildings
 - LEED-NC Gold (for buildings it builds or renovates)
 - LEED-NC Silver (for buildings it leases), with some exceptions
 - ENERGY STAR requirements
 - Lots of green clauses in lease form
- Some States and municipalities have similar requirements

Tools & Best Practices for Implementing Green Leasing:

General Services Administration March 26, 2012



James Nobil Alexandra Kosmides Office of Leasing, GSA

<u>Tools & Best Practices for Implementing Green Leasing:</u> <u>General Services Administration</u>

□ Federal Laws, Executive Orders, and
 Policies Related to Sustainability
 □ Sustainability Reporting Requirements
 □ Green Lease Clauses
 □ Green Purchasing Plan
 □ Energy Star Requirement



Sustainable Federal Laws, Policies, and Executive Orders

Year	Federal Law / Policy / Executive Order	
1998 E.O.	E.O. 13101 – Greening the Government Through Waste Prevention Recycling and Federal Acquisition * Requires agencies to comply with recovered materials and environmentally preferable purchasing criteria developed by EPA (subsequently revoked and re-stated in E.O. 13423)	
2003 Policy	GSA requires LEED® certification for (federally owned) new construction *Requires agencies to apply sustainable design principles to the siting, design, facilities	Multiple
2005 Law	Energy Policy Act (EPACT) * Public Law establishes new energy + performance standards for federa * Defines how sustainable design principles should be applied to federal	Federal Laws, Policies, and
2006 Policy	Federal Leadership in High Performance and Sustainable Buildings MOU * Commits agencies to design, locate, construct, maintain, and operate facilities * Establishes "Guiding Principles" for integrated design, energy performance, very environmental quality, and material selection	Orders issued over the past
2007 E.O.	E.O. 13423 — Strengthening Federal Environmental, Energy, & Transportati * Requires compliance with "Guiding Principles" related to sustainable goals	10+ years relate to
2007 Law	Energy Independence and Security Act (EISA) * Public Law intended to reduce federal energy consumption by requiring	Sustainability
2009 E.O.	E.O. 13514 — Federal Leadership in Environmental, Energy, and Economic ormance * Requires federal agencies to set/achieve multiple sustainability goals	
2010 Law	Energy Star®/EISA Statute RSL: 2010-02 * Requires Energy Star® label OR cost effective, energy efficiency upgrades	

Guiding Principles Closely Align with LEED Rating Categories



Guiding Principles

Integrated Design

Optimize Energy Performance

Protect /Conserve Water

Enhance Indoor Environmental Quality

Reduce Environmental Impact of Materials

Siting – Possible 6th G P

LEED Rating Categories

Encourage Integrated Design



Energy & Atmosphere

Water Efficiency

Indoor Environmental Quality

Materials & Resources

Sustainable Sites

Office of Leasing: Key External & Internal Green Measures

Guiding Principle Compliance Per Executive Order on Sust.



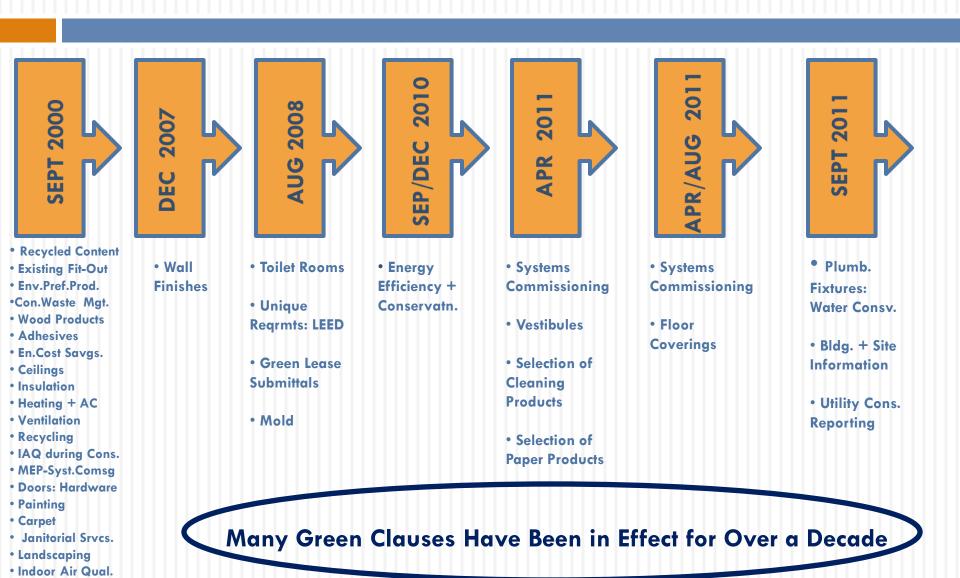
GSA Program Measure – Energy Star



- External Measure reported to OMB/CEQ
- Tracks <u>LEED/ Green Globes</u> and <u>Green Lease Clauses</u>
- Reported Quarterly
- Counts ALL Leases - Cummulative number
- Size threshold : > 5,000 s.f.
- Targets :
 - FY 2010 = 5% of Leased Assets
 - FY 2011 = 7% of Leased Assets
 - FY 2012 = 10% of Leased Assets
 - FY 2013 = 13% of Leases Assets

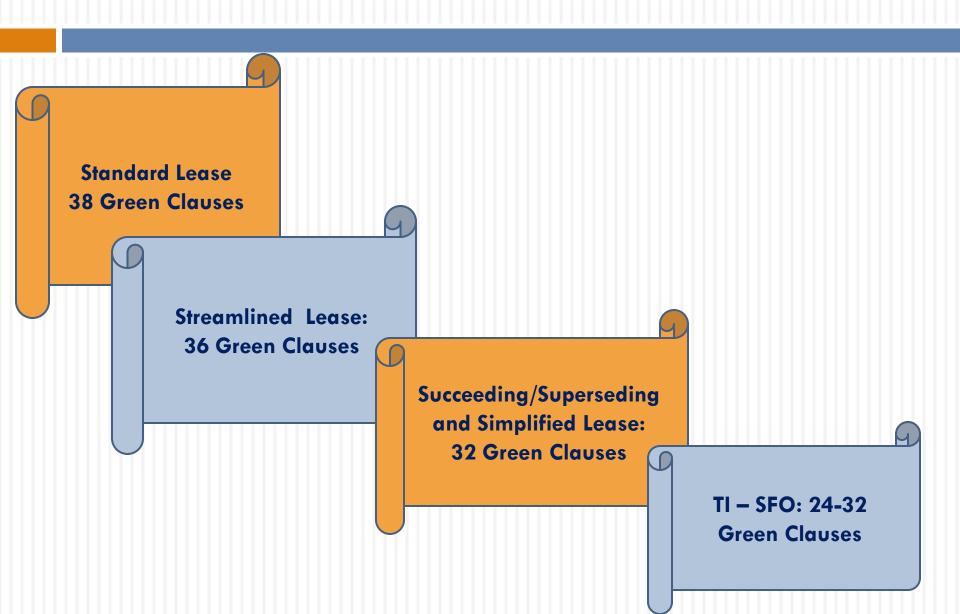
- Internal Measure Reported to GSA Adminiatrator and PBS Commissioner; Part of Quarterly KPI's
- Tracks leases signed in <u>Energy Star</u> labelled space (with >= 75 score)
- Reported Bi-Anually
- Counts leases of all sizes
- Tracks the Cummulative and Current Quarter's number of leases located in Energy Star rated space (and associated # of buildings and leased rsf)

Timing of Green Lease Clauses



• Lighting: Int. + Pkg.

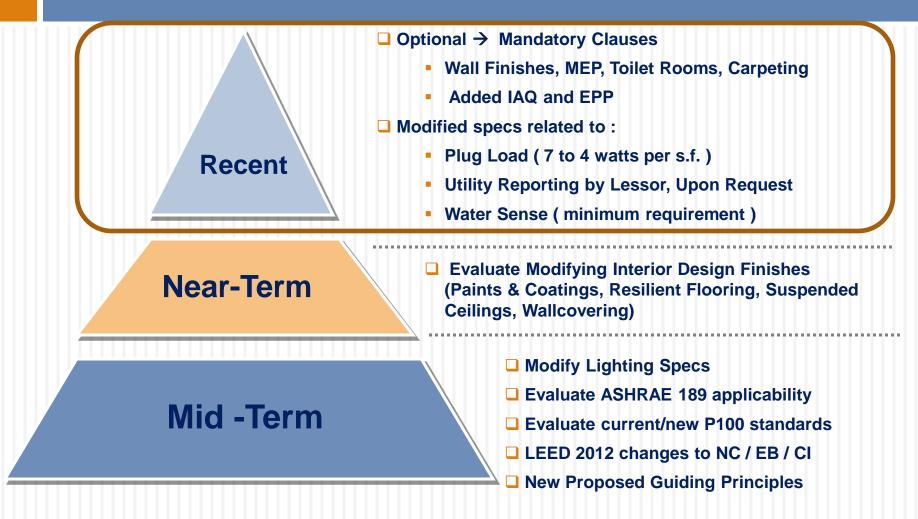
Green Clauses per Each Lease Model



Green Clauses Required Within Lease Sections: Standard Lease Model

■ Recycled Content Products **CONSTRUCTION STANDARDS + SHELL COMPONENTS** ■ Env. Preferable Bldg. Products Existing Fit-Out, Salvaged Mtrl Construction Waste Mamt. ■ Wood Products Adhesives & Sealants **TENANT IMPROVEMENTS** Vestibules E EISA Doors: Ceilings Hardware Insulation: Thermal, Acoustic Wall Finishes Painting Heating & Air Conditioning Painting UTILITIES, ■ Toilet Rooms Janitorial Services ■ Floor Ventilation SERVICES, Selection of Cleaning Products Coverings ■ Lighting: Interior + Parking **OBLIGATIONS** Selection of Paper Products Heating & Air Energy Effic. for New Constrc. DURING Landscaping LEED Conditioning Recycling Indoor Air Qual. During Const. **LEASE TERM** Lighting: Systems Commissioning Е Indoor Air Quality Interior + ■ Plumb.Fixtrs.: Water Consrvtn. Mold **Parking** Green Lease Submittals Utility Consumption Reporting

Lease Language Modifications



[Consider: Impact on Rents; Reduced Competition; Product Availability; Lease Cycle Time]

Green Purchasing Plan

GSA Green Purchasing Plan (GPP)

- ☐ Incorporates all Federal green purchasing requirements in one place
- ☐ Office of Leasing is meeting the intent of GPP goals by incorporating sustainability provisions in the leasing program
- ☐ There are over 40 green clauses in GSA's Standard lease document related to the sustainable build-out and operation of tenant spaces

Green Products Addressed in Lease Documents:

- ** CPG Comprehensive Procurement Guidelines
- ** Bio-Based and Bio-Preferred
- ** EPP Environmentally Preferred Products
- ** EPA Designated Energy Star Products
- ** EPA Water Sense Products

Energy Star® Requirement

Building must have earned the Energy Star® label within <u>12 months</u> prior to Best and Final Offer

Energy Star Exceptions:

- No Energy Star® Space is Offered
- Agency is Remaining in a Building it Previously Occupied
- Agency Leases Historic or Architecturally/Culturally Significant Space
- Lease is for 10,000 Rentable Square Feet or Less

Energy Star® Revised Language

- □ Allows up to <u>18 months</u> to achieve Energy Star® label for buildings with >= 50% vacancy.
- Offeror must produce specified evidence of a capability to achieve an Energy Star® label.
- □ If offeror uses EPA's Target Finder tool, they must provide a Statement of Energy Design Intent (SEDI) reflecting a score of >=75.
- Offeror must also get a Designed to Earn the Energy Star certification.

Cost Effective Energy Efficiency & Conservation Improvements Required under Energy Star® Exceptions

If Exceptions Apply, in Lieu of the Energy Star®, the Lessor Must Make Cost-<u>Effective Energy Efficient Upgrades</u> Over the <u>Firm Term</u> of the Lease. **Examples of Cost Effective Energy Efficiency & Conservation Improvements:** ☐ Heating, Ventilating, and Air Conditioning (HVAC) Including: Building Automation Systems (BAS)/Energy Monitoring/Management Control Systems (EMCS) **☐** Lighting Improvements ☐ Building Envelope Modifications ☐ Chilled Water, Hot Water, and Steam Distribution Systems ☐ Renewable Energy Systems ☐ Water and Sewer Conservation Systems ☐ Electrical Peak Shaving/Load Shifting ☐ Energy Usage Reduction Through Changes in Metering

■ Energy Related Process Improvements



Energy Star® Challenges

- > Occupancy Issues for high security tenants
- > Limited Supply: 6,075 ES office buildings in U.S.
- Restricts Competition
- Impacts Rents Unfavorably
- > Complex Requirement to Administer



Questions

Webinar recording and presentation will be posted on the CBEA webinar archive page at:

http://www1.eere.energy.gov/buildings/alliances/webinar_archives.html