



the 2016 ALL-STARS
of commute programs

20 EMPLOYER
16 RECOGNITION
AWARDS

JUNE 27, 2016



Timothy Lovain
Alexandria City Councilmember

The National Capital Region is among the fastest growing areas in the country. There are millions of people and jobs in hundreds of communities linked together by a system of roads, transit lines, and bicycle and pedestrian paths. Both population and employment in the region are expected to continue growing over the upcoming decades. The impacts on the highway and public transportation systems are felt by everyone.

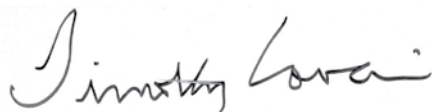
As we look toward keeping pace with the region's progress, one of the main ingredients will be guiding daily commute behavior. By encouraging shared rides, transit, bicycling, walking and teleworking, we can maintain a regional multi-modal balance.

The business community's role in helping to shape commuting behaviors of their employees remains a crucial one. Many employers offer transit subsidies or pre-tax transit benefits. Others encourage use of flexible work schedules and teleworking, or reward ridesharing by providing preferred and/or free parking to carpools and vanpools. And some offer shower and locker amenities for bicyclists and walkers. Commuter Connections and its jurisdictional partners assist employers in all such areas.

The employers we are honoring have implemented innovative and successful commuter benefit programs. We hope that through their example, other employers will embrace these practices, creating more workplaces where increased commuter benefits yield productive and motivated employees.

On behalf of the National Capital Region Transportation Planning Board, I wish to congratulate the winners of the 2016 Commuter Connections Employer Recognition Awards and thank them for their continued commitment to reducing traffic congestion and improving the region's air quality.

Sincerely,

A handwritten signature in black ink that reads "Timothy Lovain". The signature is written in a cursive, flowing style.

Timothy Lovain
National Capital Region Transportation Planning Board Chair

This year marks the nineteenth annual Commuter Connections Employer Recognition Awards ceremony. A select group of employers are being honored for their exemplary commuter programs that help reduce traffic congestion and improve air quality in the Washington metropolitan region.

Employers that support daily commuting transportation alternatives such as ridesharing, bicycling, public transit and teleworking help create a better quality of life for their employees. The Commuter Connections Employer Services program is a comprehensive regional network dedicated to assisting employers set up, improve and expand commuter benefit initiatives. These types of programs help employers attract and retain a quality workforce, improve their bottom line and help with Leadership in Energy & Environmental Design (LEED) certification credits.

Please join me in congratulating the recipients of the 2016 Employer Recognition Awards who have dedicated resources to meet the commuting challenges of their employees. These employers are outstanding examples to other organizations within the region.

Sincerely,

A handwritten signature in black ink that reads "Kendall K. Tiffany". The signature is written in a cursive, flowing style.

Kendall Tiffany
Commuter Connections Subcommittee Chair



Kendall Tiffany
TransIT Services of Frederick County

The 2016 Employer Recognition Awards

The Commuter Connections Annual Employer Recognition Awards acknowledges employers who have voluntarily initiated programs that facilitate the use of alternative commuting methods such as transit, teleworking, carpooling/vanpooling and bicycling. These methods help to mitigate traffic congestion and provide for cleaner air through reduced auto emissions.

Eligible employer programs include those that marketed alternative commuting options, initiated a successful telework program, or provided incentives that make using alternative transportation modes easier and more attractive than driving alone. Applicants were evaluated by a Selection Committee and winners were chosen for their ability to offer measurable commuter benefits that reduce automobile fuel consumption and emissions, through fewer vehicle trips, and miles traveled. In addition, winners were selected for their policies that have improved the lives of their employees and the region.

Incentives

Commuter incentives reward and encourage employees for taking alternative means of transportation. They also help to attract and retain employees. Incentives and commuter benefits can come in many forms such as transit and vanpool subsidies, pre-tax benefits and preferred or discounted parking for carpools and vanpools. Other incentives may include offering flex-time and compressed work schedules, or the provision of facilities and equipment such as showers and lockers for those who bike or walk to work, on-site amenities, free shuttle service, or laptops for teleworkers.

Marketing

Promoting the merits of ridesharing, transit and teleworking within a company is an essential part of a successful commuter program. Companies who educate and advocate alternative commuting options enjoy higher employee participation rates. With knowledge of the available choices, employees are empowered to make well-informed decisions about more efficient and smarter ways to get to work. They arrive less stressed and more able to start their productive day. Marketing of commuter information and available benefits serves as an influential aspect behind helping to change commuter drive-alone patterns.

Teleworking

Teleworking at home, or at a local telework or co-working center, allows employees to dramatically reduce or completely eliminate the time and money spent commuting to-and-from work, one or more days per week. For employers, savings may come in the form of reduced overhead such as office space costs and parking. In addition, teleworking provides for lower absenteeism, higher productivity, improved employee morale, and helps businesses attract and retain qualified employees.



Incentives Award
Toole Design Group
Silver Spring, MD

Toole Design Group, founded in 2003, is a leading planning, engineering, and landscape architecture firm that specializes in multi-modal transportation - walking, bicycling, and transit. Since 2009, the company has supported alternative commuting by providing its employees with a robust commuter benefits program. Of 46 employees working at the Silver Spring headquarters, 41 (89%) use alternatives to drive-alone commutes; 31 (67%) use public transit; and 10 (22%) bicycle or walk to work.

As an incentive for employees to use mass transit, Toole Design offers full-time employees a pre-tax transit benefit up to \$125 per month. Close proximity to the Silver Spring Metro Station, and no subsidized car parking encourages employees to use alternative commute modes.

Toole Design provides secure bicycle parking in the garage and on-site showers and lockers. Employees are also provided \$25 toward annual Capital Bikeshare memberships. Each year, the company participates in the National Bike Challenge, sponsored by the League of American Bicyclists.

Employees who bike or walk to work are rewarded twice a year through the company's Super Human Powered Commuting Incentive, a program which awards participating employees with cash incentives, depending upon the number of trips taken in a given time frame.

To reduce the need for a daily commute, most employees are supplied with laptop computers to enable them to work from home as-needed, or on a case-by-case basis. The company also supports flextime schedules for employees.

The commuter benefits program has improved employee morale, productivity, reduced absenteeism and contributed to the company's 30% growth since 2014.

The success of Toole Design Group's commuter benefits program has equated to a reduction of 82,000 vehicle miles traveled per year, and a savings of 4,141 gallons of fuel annually by employees.



The MITRE Corporation is a private not-for-profit company that operates federally funded research and development centers for the U.S. government. Of MITRE's 3,820 employees in the Washington, D.C. region, 890 (23%) participate in commute alternatives; 279 (7%) use public transit; 149 (4%) use car/vanpools; 107 (3%) bike or walk; and 355 (9%) telework five days a week.

MITRE promotes its commute program through weekly employee emails, electronic signage, transportation articles and an intranet page. Employees are provided with commuter links and resources, including an internal message board for car/vanpool users, notices of upcoming events, the Guaranteed Ride Home (GRH) program, and timetables for the company's dedicated Metro and interoffice shuttle. Display tables are regularly set up outside the cafeteria to promote alternative commuting and answer employee questions.

"Commuting in McLean," MITRE's social media site, includes a message board, blog, discussion forum, a calendar highlighting commuter benefits program events and public meetings, and a frequently asked questions page. MITRE markets Fairfax County's SmartBenefits "Plus50" program, a \$50 pre-loaded SmarTrip® card incentive to encourage employees to try commuting by transit.

MITRE offers a commuter benefits program that includes a subsidy of \$30 per month and permits pre-tax payroll deductions up to the IRS allowed limits. The company garages have reserved parking spaces for carpools and vanpools. Bicyclists, walkers, and runners have access to showers, locker facilities, and secure bike storage areas. Employees are eligible to receive a discounted car share membership, and have access to electric car charging stations. MITRE also offers flexible work hours, and a range of telework programs. An onsite cafeteria and other amenities help reduce auto trips during the workday.

In large part due to its marketing efforts, MITRE employees in the Washington D.C. region reduce 6,642,250 vehicle miles traveled per year, and save 335,467 gallons of gasoline annually.

MITRE



Marketing Award
MITRE Corporation
McLean, VA



Telework Award
United Educators
Bethesda, MD

Founded in 1987 as a liability insurance and risk retention group, United Educators (UE) serves nearly 1,300 schools, colleges, and universities across the country. UE employs 165 people, with 60 (36%) using alternative transportation an average of 4 days per week and 105 (64%) teleworking an average of 3 days per week.

In the early 2000s, recognizing the impact of time demands on employees, UE began offering telework to improve employees' work/life balance and increase the firm's ability to attract new hires. After one year of service at UE, employees complete a survey to help determine if teleworking is right for them. For those who telework, UE hosts quarterly meetings and "brown bag lunches" every other month to review telework best practices and program challenges. Employees who are eligible for telework are supplied with a computer, dual screens, printer, and are reimbursed for phone/internet charges. In an effort to encourage participation by all top-performing staff, UE extended its telework program to include both hourly and part-time workers.

Teleworking has led to many positives at UE, such as a low turnover rate, increased productivity, and improved work/life balance. UE's honor-based system builds trust between employees and the company. The reduction of in-office staff allows UE to capitalize on lower overhead for office space.

As a result of its telework program, United Educators has shown a reduction of 1,092,100 vehicle miles traveled per year and employees save 55,167 gallons of gasoline annually.

The Employer Services Sales Team Achievement Award is given to the Commuter Connections Employer Services sales team that has most successfully met its goal of partnering with employers to develop and expand commute benefit offerings. There are a total of 10 Employer Services sales teams, including 32 full time equivalent representatives in the Washington metropolitan region who cultivate and support employer based transportation programs. The Transportation Planning Board's (TPB) Commuter Connections program is pleased to honor Arlington County Commuter Services with the 2016 Employer Services Sales Team Achievement Award.

During the past year with nine full time sales representatives, over 7,500 contacts were made with employers in Arlington, and 397 meetings were held. As a result, the Employer Services Program has added 12 new high-impact clients to expand their total list of significant employer commute programs to 73. Arlington's staff attended employer transportation fairs and commuter events last year, as well as conducted seminars and workshops. Selection of the 2016 Sales Team Achievement award recipient was based on information provided by the Employer Services sales teams as part of their required monthly reports to COG/TPB, and through on-going database verifications.





Employer Services
Sales Team Achievement Award
Arlington County Commuter Services



Employer Services
Organization Achievement Award
District Department of Transportation / goDCgo

The Employer Services Organization Achievement Award recognizes an organization or jurisdiction that has instituted a program or enhanced an existing program that makes it easier for employers to introduce or expand commute benefits in the workplace.

As part of the Sustainable DC Omnibus Amendment Act of 2014, the District of Columbia Council passed a Commuter Benefits Law which requires businesses with 20 or more employees in the District to offer either an employee-paid pre-tax benefit, an employer-paid direct benefit, or employer-provided transportation as of January 1, 2016. The DC Department of Employment Services is enforcing this measure.

To help employers prepare for the impending law, goDCgo conducted a series of educational seminars throughout 2015, and developed a comprehensive toolkit. The toolkit presented an overview of compliance requirements and how the new law would be enforced. The seminars provided an opportunity to inform employers about how the new law makes it easier for their employees to choose sustainable, affordable, and healthy options to get to work. Furthermore, the law allows the employer to be seen as a virtuous member of the community, and attract and retain employee talent.

In conjunction with the Washington Metropolitan Area Transit Authority, an average of one seminar was held per month. In addition, webinars and other events took place. Approximately 500 employer representatives have been reached through these various events.



Honorable Mention

Commuter Connections would like to acknowledge the following nominees with honorable mention:

Association for Financial Professionals - Bethesda, MD
DrFirst - Rockville, MD
Eastern Research Group - Arlington, VA
Georgetown BID - Washington, DC
Lerch, Early & Brewer - Bethesda, MD
National Recreation and Park Association - Ashburn, VA
TCG - Washington, DC
United Bank - Bethesda, MD
United Therapeutic - Silver Spring, MD
Washington Gas - Springfield, VA
Wedding Wire - Chevy Chase, MD
Wells Fargo - Bethesda, MD

2016 Awards Selection Committee

Charles Allen*, Councilmember District of Columbia
Michelle Althoff, Enterprise Rideshare
Daniel Flores, Greater Washington Board of Trade
Kristin Haldeman, Washington Metropolitan Area Transit Authority
Sandy Modell, Alexandria Transit
Susan Norris, Southern Maryland Electric Cooperative
Brian O'Malley, Central Maryland Transportation Alliance
Catherine Rodericks, Opower

* Committee chair

About the National Capital Region Transportation Planning Board

The National Capital Region Transportation Planning Board (TPB) is the federally designated Metropolitan Planning Organization for the region, and plays an important role as the regional forum for transportation planning. The TPB prepares plans and programs that the federal government must approve in order for federal-aid transportation funds to flow to the Washington region.

Members of the TPB include representatives of local governments; state transportation agencies; the Maryland and Virginia General Assemblies; the Washington Metropolitan Area Transit Authority; and non-voting members from the Metropolitan Washington Airports Authority and federal agencies.

About Commuter Connections

Commuter Connections is a network of Washington metropolitan commuter transportation organizations and is a program of the National Capital Region Transportation Planning Board at the Metropolitan Washington Council of Governments. Commuter Connections provides ridematching services, promotes transit, bicycling to work, telework and other alternatives to drive alone commuting, and offers the 'Pool Rewards and free Guaranteed Ride Home programs. Commuter Connections is funded by the District of Columbia, Maryland, Virginia and U.S. Departments of Transportation.

For more information about services and assistance available through Commuter Connections, call 800.745.RIDE (7433), (TDD) 202.962.3213 or visit www.commuterconnections.org.

How to Get Involved

Does your company offer, promote or support any of the following: transit benefits, ridesharing, telework, or bicycling? If so, apply for the 2017 Commuter Connections Employer Recognition Awards. Visit us at www.commuterconnections.org for more information.

Special Thanks

Commuter Connections Subcommittee 2016 Employer Recognition Awards Workgroup

Mark Sofman, Montgomery County Commuter Services

Lorraine Taylor, Washington Area Metropolitan Transit Authority

Ciara Williams, Fairfax County Department of Transportation

The 2016 Commuter Connections Employer Recognition Awards selection process was moderated and tabulated by Arch Street Communications.

About the Metropolitan Washington Council of Governments

Founded in 1957, The Metropolitan Washington Council of Governments (COG) is an independent, nonprofit association that brings area leaders together to address major regional issues in the District of Columbia, suburban Maryland, and Northern Virginia. COG's membership is comprised of 300 elected officials from 22 local governments, the Maryland and Virginia state legislatures, and U.S. Congress.

Policies are set through the COG Board of Directors, the National Capital Region Transportation Planning Board, and the Metropolitan Washington Air Quality Committee. These boards are responsible for a broad range of issues under the COG umbrella. Supporting committees help shape programs through the dedicated work of a wide array of public servants, from police chiefs to social workers.

METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
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