



Employer Commute Benefit Program Case Study

Employer

Henry M Jackson Foundation
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Contact

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Background

HJF is a 501(c)(3) nonprofit organization dedicated to advancing military medicine. They serve military, medical, academic and government clients by administering, managing and supporting preeminent scientific programs that benefit members of the armed forces and civilians alike.

Since its founding in 1983, HJF has served as a vital link between the military medical community and its federal and private partners. HJF's support and administrative capabilities allow military medical

researchers and clinicians to maintain their scientific focus and accomplish their research goals.

The Situation and Solutions

The Foundation is located at the nexus of the I270 spur and the Capital Beltway with several transit options and free parking. The goal of the organization for its staff is to obtain a positive work/life balance in that the organization decided in 2006 to provide a pre-tax transit benefit as well as a formal telework program and a bike stipend. The Foundation also provides a flex-time benefit. With the Foundation's location to a high traffic location the leadership felt even during the pandemic that benefits would be maintained for all staff.

The Impacts and Future

The impact of the programs at the Foundation and their response to the pandemic has been beneficial for employee retention and morale. There has been an increase in a return to the office for the frontline staff. HJF is committed to

continuing commuting benefits for all employees.

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