



# Employer Commute Benefit Program Case Study

## Employer

American Association for the Advancement of Science  
1200 New York Avenue, NW  
Suite 100  
Washington, DC 20005

## Background

The American Association for the Advancement of Science (AAAS) was founded in 1848 in Philadelphia Pennsylvania. Its goals are to further the work of scientists, and to facilitate cooperation among them, to improve the effectiveness of science in the promotion of human welfare, and to increase public understanding and appreciation of the role of science in human progress. The association received recognition from the US Green Building Council as a Gold level worksite promoting a sustainable office environment as well as a robust alternative commuting program for its employees.

## The Situation and Solutions

The Association is located near McPhearson Square and has easy access to Metrorail as well as MetroBus. The Association, in keeping with its mandate of societal improvement, wanted to expand their commuting options for employees. They conducted an organization-wide survey that allowed leadership to determine what programs would be both effective and worthwhile for employees to avail themselves. The Association offers formal telework, flextime scheduling, preferred parking for carpools, and a combination of direct subsidy and pretax deduction for SmartBenefits users. The telework program expanded due to the COVID pandemic, and the Association has adapted to the hybrid scheduling for in-office personnel.

## The Impacts and Future

Both telework and SmartBenefits programs have robust levels of

participation. Of the 400 staff that work at the headquarters location, 60% telework and 50% participate in SmartBenefits. The Association is dedicated to retaining these offerings as well as adding bicycle benefits for employees.

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