



Employer Commute Benefit Program Case Study

Employer

CoStar Group

1331 L St NW

Washington DC

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Background

Founded in 1987, CoStar conducts expansive, ongoing research to produce and maintain the largest and most comprehensive database of commercial real estate information. Their suite of online services enables clients to analyze, interpret and gain unmatched insight on commercial property values, market conditions and current availabilities.

Headquartered in Washington, DC, CoStar maintains offices throughout the U.S. and in Europe with a staff of approximately 1,500 worldwide, including the industry's largest professional research organization. Their building, located at 1331 L St, is a Gold certified LEED existing structure.

The Situation and Solutions

In 2010, Costar relocated its headquarters from Bethesda, MD to the District of Columbia, moving over 400 employees. This move was the catalyst for their 10-point commuter assistance program, which improves employee commutes and reduces the need for driving alone. These incentives include:

1. Transit subsidy – up to the full amount allowable by the IRS. Tenured employees who made the move to DC can have additional subsidies
2. Free parking for carpoolers
3. Free employee shuttle to and from Metro Center

4. Guard monitored bike racks and a bike sharing program for employees
5. Segway personal transportation vehicles
6. Lockers and showers
7. Staggered flex time to accommodate employees work responsibilities

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CoStar also offered a company-wide relocation benefit for employees moving to the DC office. The \$14,000 package required that employees became DC residents. For employees unable to relocate to DC who incurred a longer commute, and who travelled by public transportation, CoStar provided Apple iPads to allow for a more productive and pleasurable commute.

The Impacts and Future

With over 85% of employees using public transportation (up from 49% in 2010), the impacts of CoStar's commute assistance program is a powerful example of strong investment. The company estimates that employees receive an average of \$1,800 per year in commuter benefits. Of the more than 560 employees, over 500 take advantage of the commuter benefits, resulting in 4.8 million fewer vehicle miles annually, and a savings of 242,000 gallons of gasoline per year.

Costar is looking to expand its hybrid fleet for the field research team as well as instituting a vanpool program.