



# Employer Commute Benefit Program Case Study

## Employer

The Donohoe Companies

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## Background

The Donohoe Companies was founded in 1884 as a small real estate firm and has grown to encompass five companies across the Washington DC region. A full-service commercial real estate company, Donohoe offers construction, real estate, hospitality, development, and facilities management.

## The Situation and Solutions

Donohoe began its commuter benefits program in 2016 to assist and inform employees about alternative transportation options as they moved their corporate headquarters to downtown Bethesda. The office location is three blocks from the Bethesda Metro station and Ride On bus service, the firm's worksite and mobility score was a very important factor in selecting the office site.

Donohoe's Human Resources team remains active in area commuter and employer groups, attending meetings, panels, and workshops to learn about new commuter related initiatives, identify new projects, and updates the company's program to meet their employee's commuting needs. Donohoe communicates its commuter program benefits and transportation-related news in a bi-weekly company e-newsletter, supplemented by flyers posted throughout the office and job sites in the region.

## The Impacts and Future

Donohoe also encourages supervisors to provide and promote this information with their teams along with incentives for employee participation. To encourage and make taking transit easier, a TransitScreen in Donohoe's main lobby was installed providing real-time transit information, which includes distance to each transportation option, and times for the next transit availability for either bus or rail.

Bethesda employees are offered a \$160 subsidy per month to manage their parking and transit expenses. In addition, Donohoe promotes the Guaranteed Ride Home program. To encourage bicycling to the worksite the company has installed bike racks at the office, along with an employee gym with showers and lockers. A partnership with Capital Bikeshare offers employees a discounted membership of \$25 per year to access bikes from numerous docks within walking distance to the office. Special events such as Bike to Work Day, and the Walk & Ride Challenge are part of the wellness program to encourage employees to bike and walk to work.

The Donohoe Companies commuter program has helped employees reduce 166,080 vehicle miles traveled per year, and saves 8,388 gallons of gas annually.

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