



## Employer Commute Benefit Program Case Study

### Employer

**National Academies of Science**

**500 Fifth Street, NW**

**Washington, DC**

### Contact

**Shelia Wright**  
**Director, Human Resources**  
**202-334-2278**  
**swright@nas.edu**

### Background

The National Academy of Sciences (NAS) is a private, non-profit society of distinguished scholars. Established by an Act of Congress, signed by President Abraham Lincoln in 1863, the NAS is charged with providing independent, objective advice to the nation on matters related to science and technology. Scientists are elected by their

peers to membership in the NAS for outstanding contributions to research. The NAS is committed to furthering science in America, and its members are active contributors to the international scientific community. Nearly 500 members of the NAS have won Nobel Prizes, and the Proceedings of the National Academy of Sciences, founded in 1914, is today one of the premier international journals publishing the results of original research.

### The Situation and Solutions

The NAS central campus is favorably located in the District of Columbia between two Metro stops. The two other campuses are close to transit options as well. In 2001 the organization polled their employees to determine what commuter benefits would be applicable for the diverse workforce. The increase in traffic

for those traveling from the suburbs spurred NAS to explore what alternatives would be best for the organization. A transit benefit was implemented as well as a formal telework program. A bicycle benefit was added in 2013. There is free parking for carpools with three or more commuters. Flex-time was started prior to 2001 and is still part of the benefits package.

## **The Impacts and Future**

The programs that NAS has put into place have had a significant impact. A 55,000 reduction in Vehicle Miles Traveled (VMT) is one of the more important effects of the commuting alternatives offered by the organization. For the future NAS is looking into adding electric car charging stations and increasing participation in carpools. A strong telework program and a generous bicycle benefit (\$125 per year to reimburse the purchase of a new bicycle) gives the employees of the organization great alternatives for their commutes.

**Copyright © 2016 Commuter  
Connections/Metropolitan  
Washington Council of  
Governments**

**800-745-RIDE**

**[www.commuterconnections.org](http://www.commuterconnections.org)**