

**20** EMPLOYER  
**18** RECOGNITION  
AWARDS



**LEADERS**

JUNE 26, 2018



**Charles Allen**  
**Council Member, District of Columbia**

Communities within the National Capital Region are linked together by a diverse system of roadways, transit lines, and bicycle and pedestrian paths to help move people to jobs, and about their daily lives. As leaders look to keep pace with the region's growth, a main component of mobility will be shaping commute patterns, by providing a balance of multi-modal options to help offset demand on our roadway infrastructure.

By providing a myriad of commuter benefits, businesses play an integral role in guiding employee travel behavior, which helps yield productive and motivated employees. Commuter Connections and its network partners within the region's numerous jurisdictions assist employers in developing and expanding such programs.

The employers we are honoring have implemented innovative and successful commuter benefits programs at the workplace, and we hope that through their example, other employers will embrace similar practices.

On behalf of the National Capital Region Transportation Planning Board, I wish to congratulate the winners of the 2018 Commuter Connections Employer Recognition Awards for their continued commitment to reducing traffic congestion and improving the region's air quality.

Sincerely,

A handwritten signature in blue ink, appearing to read "Charles Allen".

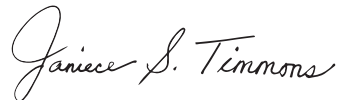
Charles Allen  
Chairman, National Capital Region Transportation Planning Board

For more than twenty years Commuter Connections has been recognizing companies in the Washington, DC metropolitan region through the Employer Recognition Awards program. A select group of employers are being honored for their exemplary commuter programs that help address traffic congestion and support regional air quality goals.

Employers who support commuter mobility programs such as ridesharing, bicycling, public transit, and teleworking help create a better quality of life for their employees. The Commuter Connections Employer Services team is a comprehensive regional network of transportation professionals dedicated to assisting employers set up, improve, and expand commuter benefits. These types of programs help employers attract the best and brightest workforce that lends to a positive bottom line.

Please join me in congratulating the recipients of the 2018 Employer Recognition Awards, who have dedicated both financial and human resources to meet the commuting challenges of their employees.

Sincerely,

A handwritten signature in black ink that reads "Janiece S. Timmons". The signature is written in a cursive, flowing style.

Janiece S. Timmons  
Chairperson, Commuter Connections Subcommittee



**Janiece S. Timmons**  
**Senior Business Development Account Executive**  
**Washington Metropolitan Area Transit Authority**

## **The 2018 Employer Recognition Awards**

The annual Commuter Connections Employer Recognition Awards program acknowledges employers who have initiated programs that facilitate the use of alternative commuting methods such as Ridesharing, transit, teleworking, bicycling, and walking. These methods help to mitigate traffic congestion, and provide for cleaner air through reduced auto emissions.

Eligible employer programs include those that marketed alternative commuting options, initiated a successful telework program, or provided incentives that make using alternative transportation modes easier and more attractive than driving alone. Applicants were evaluated by a Selection Committee and winners were chosen for their ability to offer measurable commuter benefits that reduce automobile fuel consumption and emissions, through fewer vehicle trips, and miles traveled. In addition, winners were selected for implementing policies that have improved the lives of their employees and the region.

## **Incentives**

Commuter incentives encourage and reward employees for taking alternative means of transportation. They also help to attract and retain employees. Incentives and commuter benefits can come in many forms such as transit and vanpool subsidies, pre-tax benefits, and preferred or discounted parking for carpools and vanpools. Other incentives may include offering flex-time schedules, or the provision of facilities and equipment such as showers and lockers for those who bike or walk to work, on-site amenities, free shuttle service, or laptops for teleworkers.

## **Marketing**

Promoting the merits of ridesharing, transit, and teleworking within a company is an essential part of a successful commuter program. Companies who educate and advocate alternative commuting options enjoy higher employee participation rates. With knowledge of the available choices, employees are empowered to make well-informed decisions about better and smarter ways of getting to work. They arrive less stressed and more able to start their productive day. Marketing of commuter information and available benefits serve as an influential aspect, to help change commuter drive-alone patterns.

## **Teleworking**

Teleworking at home, or at a local telework or co-working center, allows employees to dramatically reduce or eliminate the time and money spent commuting to-and-from work, one or more days per week. For employers, savings may come in the form of reduced overhead such as office space costs and parking. In addition, teleworking results in lower absenteeism, higher productivity, and helps businesses attract and retain qualified employees.



Incentives Award  
**American Pharmacists Association**  
Washington, DC



The American Pharmacists Association (APhA), founded in 1852, is the largest association of pharmacists in the United States with more than 62,000 members. Recognized as essential in all forms of patient care, APhA empowers its members to improve medication use and advance patient care through information, education and advocacy. The APhA seeks to inspire, innovate and create opportunities for members and pharmacists worldwide.

Of the non-profit's 108 employees in the Washington metropolitan region, 44 use transit benefits; 41 employees telework one or more days a week; 7 walk; and 3 bike to work.

The APhA employee commuter benefits program was established to encourage the use of mass transit. Full-time employees receive a flat subsidy up to \$100 per month to access public transportation, and part-time employees receive up to \$50 per month. APhA provides onsite bike racks, showers, and lockers to encourage bicycling to work, and a Capital Bikeshare station is also located right alongside the property.

APhA provides laptops to all employees for use within the office, or remotely. Those interested in teleworking must enter into a formal agreement, and complete training. APhA also offers employees flextime, compressed work schedules, and summer hours. APhA notifies employees of air quality alerts on days where air quality is poor, so that they may make alternative work schedule arrangements accordingly.

The American Pharmacists Association's commuter program has helped employees reduce 512,080 vehicle miles traveled per year, and saves 25,863 gallons of gas annually.

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

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

Donohoe's Human Resources team stays 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. Donohoe also engages supervisors to promote this information with their teams, and provides incentives for employee participation. To encourage and make taking transit easier, a TransitScreen in Donohoe's lobby was installed which provides real-time transit information, including distance to each transportation option, and times for the next bus or train.

Bethesda employees are offered a \$160 subsidy per month to manage their parking and transit expenses. Additionally, Donohoe promotes the Guaranteed Ride Home program. To encourage a human-powered commute, 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.





Marketing Award  
**The Donohoe Companies**  
Bethesda, MD



Telework Award  
**IQ Solutions**  
**Rockville, MD**

IQ Solutions, which celebrates its 25th anniversary this year, applies strategic communications, science, and public health theory to share knowledge that empowers audiences to improve their well-being. IQ Solutions partners with agencies and other organizations to tackle some of the most important issues in public health.

Of the company's 200 employees within its two locations in the Washington metropolitan region, 120 (60%) telework one or more days a week, and 60 (30%) do so three or more days per week. Since 2012, employee participation in the telework program has increased by 140 percent, when just 50 employees were enrolled.

IQ Solution's telework program was added in January 2012, and has a formal written policy, and strong management support. After six months of employment and attending training, employees are eligible for a four-day telework week. Flextime is another valued part of the program, allowing employees to maintain a healthy work-life balance.

IQ Solutions sets aside private and hoteling offices for teleworking employees to use when at the office. In addition, the company provides a one-time stipend of \$125 to be used for the purchase of supplemental hardware, along with a \$45 monthly allowance for internet and other remote work needs.

The North Bethesda headquarters is within walking distance to many Metrorail stations, and bike paths, and was selected to minimize the need for driving on the days when employees are at the office. Bicyclists and walkers enjoy access to bike racks, lockers, and showers, while full-time employees who use public transit are provided with \$125 a month. Part-time employees receive a subsidy of \$75 monthly for use on public transportation.

The telework program has helped IQ Solutions attract and retain highly skilled employees with an annual turnover rate of just 10%, and allowed for the consolidation of office space, from four floors to two.

IQ Solutions telework program has helped employees reduce 622,800 vehicle miles traveled per year, and saves 31,455 gallons of gas.



The Employer Services Sales Team Achievement Award is given to the Commuter Connections Employer Services sales team that has most successfully met its goal of partnering with employers to develop and expand commute benefit offerings. There are a total of 10 Employer Services sales teams, and 36 representatives in the Washington, DC metropolitan region who cultivate and support employer based transportation programs. The Transportation Planning Board's (TPB) Commuter Connections program is pleased to honor Loudoun County Commuter Services with the 2018 Employer Services Sales Team Achievement Award.

During the past year with one full time sales representative, over 600 contacts were made with employers in Loudoun County, and 23 meetings were held. County staff also organized work site events for many employers. Selection of the 2018 Sales Team Achievement award recipient was based on information provided by the Employer Services sales teams as part of their required monthly reports to COG/TPB, and through on-going database verifications.





Sales Team Achievement Award  
**Loudoun County Commuter Services**



Organization Achievement Award  
**FAST Potomac Yard**  
**Arlington, VA**



Potomac Yard opened in 1906 and was one of the largest and busiest rail yards on the Eastern Seaboard. Today, it's a rapidly developing 300-acre mixed-use community which straddles both Arlington County, and the City of Alexandria.

Potomac Yard boasts 2.5 million square feet of office space, including the U.S. Environmental Protection Agency (EPA); 188,000 square feet of restaurants and retail, including Harris Teeter; and 1,600 new residential units.

Legum & Norman, an Associa company is a full service property management firm which represents Potomac Yard property owners, and manages the Transportation Management Program (TMP) for the development. The TMP organization called Full Access Solutions in Transportation (FAST), assists Potomac Yard employers with cost effective and efficient transportation benefits for its employees, to help them find the best available options to get to, from, and around Potomac Yard. Locally, the TMP coordinates with Arlington Transportation Partners, Crystal City Business Improvement District, and regional transportation partners, to offer an array of benefits making access to Potomac Yard as easy as possible.

The FAST Transit Subsidy program provides a \$34 monthly subsidy to qualifying employees of Potomac Yard who take transit. Options include Metroway, a Bus Rapid Transit service which offers a fast trip along Rt. 1 between Potomac Yard and nearby Metrorail stations.

To incentivize ridesharing at employer sites, qualifying vanpools receive a \$200 gas card, given quarterly to the designated vanpool captain. Carpool captains receive a \$100 card quarterly. Additionally, garage parking charges are significantly reduced for carpools and vanpools. For example, the monthly parking rate at EPA is \$140.00 per single occupant vehicle, and \$85.00 for multiple occupant vehicles.

Buildings contain lockers and showers, and secure bike cages for storage. With several FAST sponsored Capital Bikeshare docks in the area, the TMP also offers employees a free all day pass to trial the bikeshare system. Commuters who use bicycling as their primary method of commuting, receive a monthly subsidy of \$20.

A total of 377 employees take advantage of the various transportation related services being offered by FAST to the various employers in Potomac Yard; 300 use transit, 57 carpool and vanpool, and 20 use the bike benefit.

## **2018 Honorable Mention**

Commuter Connections would like to acknowledge the following nominees with honorable mention:

**Aircraft Owners and Pilots Association** - Frederick, MD  
**American Gastroenterological Association** - Bethesda, MD  
**Enterprise Knowledge** - Arlington, VA  
**Financial Industry Regulatory Authority** - Rockville, MD  
**Merchant Link** - Silver Spring, MD  
**MicroTech** - Tysons Corner, VA  
**Qlarion** - Reston, VA  
**The Insurance Exchange** - Rockville, MD  
**Washington Eye Physicians & Surgeons** - Chevy Chase, MD  
**WGL Holdings/Washington Gas** - Washington, DC

## **2018 Awards Selection Committee**

**Marina Budimir**, District Department of Transportation  
**Cindy Engelhart**, Virginia Department of Transportation  
**Heidi Mitter**, Virginia Department of Transportation  
**Brian O'Malley**, Central Maryland Transportation Alliance  
**Antoinette Rucker**, Washington Metropolitan Area Transit Authority  
**David F. Snyder\***, City of Falls Church  
**Kari Snyder**, Maryland Department of Transportation  
**Daniel A. Turner**, TCG  
**Kammie Vidals**, The Cadmus Group

\*Selection Committee Chairperson

The Commuter Connections 2018 Employer Recognition Awards selection process was moderated and tabulated by Arch Street Communications.

## **Commuter Connections Subcommittee 2018 Employer Recognition Awards Workgroup:**

**Bobbi Greenberg** - Arlington County, VA  
**Kendall Tiffany** - Frederick County, MD  
**Janiece S. Timmons** - Washington Metropolitan Area Transit Authority

## **About the National Capital Region Transportation Planning Board**

The National Capital Region Transportation Planning Board (TPB) is the federally designated Metropolitan Planning Organization for the Washington, DC metropolitan region, and plays an important role as the regional forum for transportation planning. The TPB prepares plans, and programs that the federal government must approve in order for federal-aid transportation funds to flow to the Washington region. Members of the TPB include representatives of local governments; state transportation agencies; the Maryland and Virginia General Assemblies; the Washington Metropolitan Area Transit Authority; and non-voting members from the Metropolitan Washington Airports Authority and federal agencies.

## **About Commuter Connections**

Commuter Connections is a network of Washington, DC metropolitan region commuter transportation organizations, and is a program of the National Capital Region Transportation Planning Board at the Metropolitan Washington Council of Governments. Commuter Connections provides Ridematching services, promotes transit, bicycling to work, telework, and offers the 'Pool Rewards, Guaranteed Ride Home, and Flextime Rewards programs. Commuter Connections is funded by the District of Columbia, Maryland, Virginia, and U.S. Departments of Transportation.

## **How to Get Involved**

Does your company provide commuter benefits for transit, ridesharing, telework, bicycling, and/or walking? Please apply for the 2019 Commuter Connections Employer Recognition Awards.

For more information about services and assistance available through Commuter Connections, visit [www.commuterconnections.org](http://www.commuterconnections.org), or call 800.745.7433, (TDD) 202.962.3213.

## **About the Metropolitan Washington Council of Governments**

COG is the hub for regional partnership within the Washington, DC metropolitan area. Each month, more than 1,500 officials and experts come to the Metropolitan Washington Council of Governments (COG) to make connections, share information, and develop solutions to the region's major challenges. Together, they help advance COG's Region Forward Vision for a more prosperous, accessible, livable, and sustainable future.

Founded in 1957, COG is an independent, nonprofit association, with a membership of 300 elected officials from 24 local governments, state legislatures, and U.S. Congress. COG is supported by financial contributions from its member governments, federal and state grants and contracts, and donations from foundations and the private sector.

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