



Employer Commute Benefit Program Case Study

Employer

IQ Solutions

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Background

IQ Solutions, which celebrated its 25th anniversary in 2018, 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.

The Situation and Solutions

IQ Solutions is headquartered in North Bethesda. Near to public transportation options as well as close proximity to the Capital Beltway, the company looked to aid their employees on the most efficient means of getting to and from the work place. In 2012, the company leadership began a formal telework policy. For those employees who were considering traveling by public transportation and those that already did, the company began offering a transit benefit in 2014. An adaptive flextime program with a compressed work week option for the summer season began in 2009. Participation in the telework program is very strong with over 100 participants (70% of the entire workforce at headquarters). Full-time employees receive \$125 transit benefit subsidy and part-time employees receive a \$75 subsidy.

The Impacts and Future

IQ Solutions' progressive transportation benefits program aids in the company's employee retention rate (lower than 10%

per year). The telework program and the additional benefits offered at IQ Solutions helped reduce over 600,000 vehicle miles traveled (VMT) and saved approximately 31,000 gallons of gasoline each year.

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