

20 YEARS 1997-2017



EMPLOYER RECOGNITION AWARDS

20 EMPLOYER
17 RECOGNITION
AWARDS

JUNE 22, 2017



Bridget Donnell Newton
Mayor, City of Rockville

The National Capital Region is among the fastest growing areas in the country. There are millions of people and jobs in hundreds of communities linked together by a system of roads, transit lines, and bicycle and pedestrian paths. Both population and employment in the region are expected to continue growing over the upcoming decades. The impacts on the highway and public transportation systems are felt by everyone.

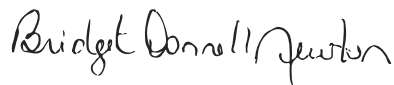
As we look toward keeping pace with the region's progress, one of the main ingredients will be guiding daily commute behavior. By encouraging shared rides, transit, bicycling, walking and teleworking, we can maintain a regional multi-modal balance.

The business community's role in helping to shape commuting behaviors of their employees remains a crucial one. Many employers offer transit subsidies or pre-tax transit benefits. Others encourage use of flexible work schedules and teleworking, or reward ridesharing by providing preferred and/or free parking to carpools and vanpools. And some offer shower and locker amenities for bicyclists and walkers. Commuter Connections and its jurisdictional partners assist employers in all such areas.

The employers we are honoring have implemented innovative and successful commuter benefit programs. We hope that through their example, other employers will embrace these practices, creating more workplaces where increased commuter benefits yield productive and motivated employees.

On behalf of the National Capital Region Transportation Planning Board, I wish to congratulate the winners of the 2017 Commuter Connections Employer Recognition Awards, and thank them for their continued commitment to reducing traffic congestion and improving the region's air quality.

Sincerely,

A handwritten signature in black ink, reading 'Bridget Donnell Newton'. The signature is written in a cursive, flowing style.

Bridget Donnell Newton
Chairman, National Capital Region Transportation Planning Board

This year marks the twentieth annual Commuter Connections Employer Recognition Awards ceremony. A select group of employers are being honored for their exemplary commuter programs that help reduce traffic congestion and improve air quality in the Washington, DC metropolitan region.

Employers that support daily commuting transportation alternatives such as ridesharing, bicycling, public transit, and teleworking help create a better quality of life for their employees. The Commuter Connections Employer Services program is a comprehensive regional network dedicated to assisting employers set up, improve, and expand commuter benefit initiatives. These types of programs help employers attract and retain a quality workforce, improve their bottom line, and help with Leadership in Energy & Environmental Design (LEED) certification credits.

Please join me in congratulating the recipients of the 2017 Employer Recognition Awards, who have dedicated resources to meet the commuting challenges of their employees. These employers are outstanding examples to other organizations within the entire region.

Sincerely,

A handwritten signature in black ink, reading "F Allahdoust". The signature is written in a cursive style with a large, stylized initial "F".

Fatemeh Allahdoust

Chairperson, Commuter Connections Subcommittee



Fatemeh Allahdoust
Virginia Department of Transportation

The 2017 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 transit, teleworking, carpooling/vanpooling and bicycling. 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

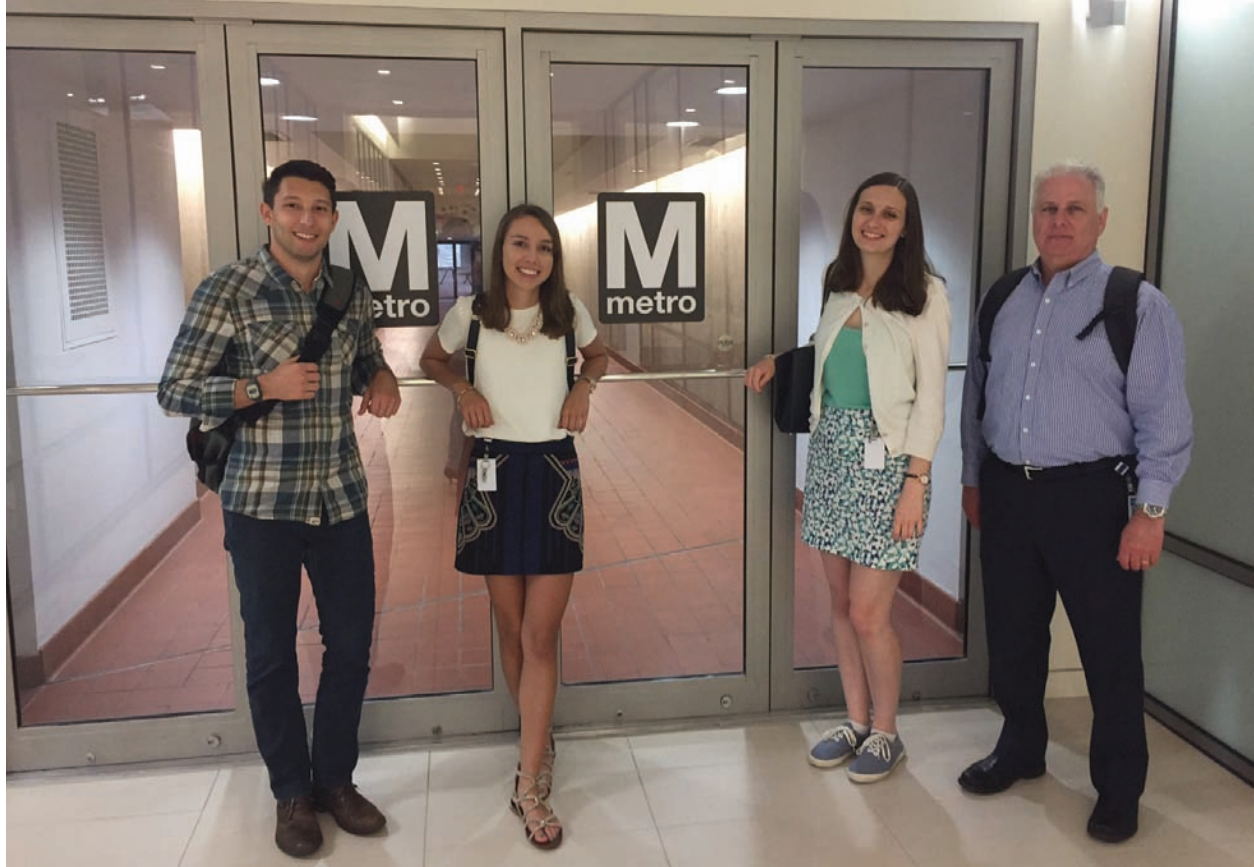
Commuter incentives encourage and reward employees for taking alternative means of transportation. They also help to attract and retain employees. Incentives and commuter benefits can come in many forms such as transit and vanpool subsidies, pre-tax benefits, and preferred or discounted parking for carpools 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 a 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 completely 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
The Cadmus Group, Inc.
Arlington, VA

The Cadmus Group, Inc. is a leading consulting firm serving the energy, environmental, and homeland security markets, with a national footprint and three offices in the metropolitan Washington region. As an employee-owned firm, Cadmus is fully committed to supporting employees' health and well-being, while advancing its mission to create social value and minimize its impact on the natural environment.

In 2006, Cadmus initiated a benefits program that offers its employees a wide range of alternative commuting incentives designed to accommodate employee needs and minimize reliance on automobiles. Of the approximately 200 employees based in Cadmus' three Washington metropolitan area offices, 115 (64%) use mass transit, up from 46 percent in 2014. In addition, 50 (28%) telework or use flextime, and 15 (8%) bike or walk to work.

Cadmus offers a transit subsidy through which employees are reimbursed up to \$160 before taxes every month toward travel on public transportation. All employees are issued a laptop and can telework or participate in condensed work schedules with a supervisor's approval.

Cadmus offers a number of benefits specifically geared to encourage bicycling to work. Cadmus' Arlington office space includes lockers and shower facilities, as well as secure bike racks. To encourage employees to bike to work, Cadmus offers a companywide \$100 bicycle subsidy each fiscal year.

In addition, as part of its commuter benefits program, each fiscal year employees are given a \$300 personal development fund to use towards a gym membership, fitness classes, or other personal wellness interests. Nearly 90 percent of employees take advantage of this benefit.

The success of Cadmus' commuter benefits program has equated to a reduction of 1,216,388 vehicle miles traveled per year, and a saving of 61,433 gallons of fuel annually.

The American Society of Health System Pharmacists (ASHP) is a national professional organization whose nearly 45,000 members include pharmacists, pharmacy technicians, and student pharmacists who provide patient care services in hospitals, health systems, and ambulatory clinics. For 75 years, ASHP has been at the forefront of efforts to improve medication use and enhance patient safety.

Of its 217 employees in the Washington, DC area, 50 percent participate in alternatives to drive-alone commuting; 30 employees use transit; 8 walk, run, or bike; 50 telework full time; and 20 telework 1-3 days per week.

ASHP partnered with Bethesda Transportation Solutions (BTS) to develop a Traffic Mitigation Plan to reduce employee vehicle miles and actively promote its incentives for using alternative forms of transportation to and from the workplace. Among the available benefits for commuters are a transportation allowance, secure bike racks, and access to shower facilities.

ASHP's commuter program is covered extensively during the onboarding process for new hires. In addition, the organization maintains a "Transportation Assistance" page on its intranet site, with detailed information about available commuter benefits and how to enroll. To encourage more sustainable commutes, and to advance environmental programs, ASHP established a Green Committee. This staff committee coordinates and promotes events such as the Capital Crescent Trail cleanup, and an Adopt-a-Highway sponsorship.

ASHP has participated in six BTS Walk & Ride Challenges, placing in the top 10 each year, including a first-place finish. In 2014 and 2015, the ASHP teams walked more than 1.5 million steps, or approximately 725 miles.

In large part, due to its marketing efforts, ASHP employees in the Washington, D.C., region reduce 392,830 vehicle miles traveled per year, and save 19,840 gallons of gasoline annually.





Marketing Award
American Society of Health-System Pharmacists
Bethesda, MD



Telework Award
TCG, Inc.
Washington, DC



Founded in 1994, TCG, Inc. provides IT and management consulting services to the federal government, and has been recognized as one of the best places to work by Great Places to Work, Fortune Magazine, Entrepreneur, the Washington Post, and the Washington Business Journal. TCG's telework program was founded at its inception and today, of its 130 employees, about 80 percent telework. More than half of its employees do so full time, and another 27 percent telework at least one day per week.

TCG has adopted a telecommute-first model, where employees are encouraged to work remotely, enabling the company to hire employees who are the top performers in their fields, and keeping staff turnover below 9 percent, far less than the industry average. If a contract requires that the TCG employee work on-site at the client's offices, TCG attempts to negotiate teleworking for at least one or two days per week.

Employees working from home are provided with a computer, monitor, printer if necessary, and other equipment and software needed to do their jobs remotely. In addition, all staff members receive a virtual office phone system, and a \$50 monthly reimbursement for home internet access.

Since last winning the Telework award in 2010 with 36 employees, TCG has more than tripled its staff. Also since 2010, for the days when employees are not teleworking, the company expanded its alternative transportation program to include monthly transit subsidies of \$1.29 for every \$1 of employee contribution up to \$130, pays for sneakers for those who walk to work, and offers free Capital Bikeshare memberships. In 2017, 50 employees (38.5%) use public transit to get to work, and 15 (11.5%) bike or walk.

TCG's telework policy results in a reduction of 831,300 employee vehicle miles traveled per year, and saves 41,985 gallons of gasoline annually.



POSITIVELY DISTINCT

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, including 34 full time equivalent representatives in the Washington metropolitan region who cultivate and support employer based transportation programs. The Transportation Planning Board's (TPB) Commuter Connections program is pleased to honor Montgomery County Commuter Services with the 2017 Employer Services Sales Team Achievement Award.

During the past year with nine full time sales representatives, over 8,700 contacts were made with employers in Montgomery County, and 369 meetings were held. As a result, the Employer Services Program has added 6 new high-impact clients to expand their total list of significant employer commute programs to 19. Last year, county staff and its contractors coordinated 183 Commuter Information Days events, and conducted seminars and workshops. Selection of the 2017 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.



Employer Services
Sales Team Achievement Award
Montgomery County Commuter Services



Employer Services
Organization Achievement Award
Carlyle Community Council

The Employer Services Organization Achievement Award recognizes an organization or jurisdiction that has instituted a program, or enhanced an existing program that makes it easier for employers to introduce or expand commute benefits in the workplace. Since the 1990s, Carlyle Community Council has represented its property owners, and manages a Transportation Management Program (TMP) for the 76-acre mixed use, transit-oriented community, adjacent to Old Town Alexandria.

There are 14,000 employees within five million square feet of commercial office space in 28 office buildings. The employer mix includes federal agencies, professional services firms, trade associations, educational centers, retail, and dining. Carlyle's TMP coordinates with the City of Alexandria's GO Alex program, and offers an array of transit-related benefits to make accessing Carlyle as easy as possible.

The community is served by Metrorail, Metrobus, DASH, and VRE, and is located between the King Street and Eisenhower Metro stations. Carlyle offers a 25 percent subsidy to employers that use WMATA's SmartBenefits program, and operates a free shuttle service weekdays, between the VRE and King Street Metro stations and Carlyle. Carlyle's TMP partners with Zimride by Enterprise, to provide an online platform exclusively for Carlyle employees to post rides.

Carlyle offers annual Capital Bikeshare memberships, normally \$85, for just \$25. Two bikeshare stations are in Carlyle, and twenty freestanding bike racks have been installed throughout the community. Carlyle hosts a Bike to Work Day pit stop where bicyclists are welcomed with refreshments, music, bike maintenance, and prize raffles. One of Carlyle's unique features is the pedestrian tunnel under Duke Street, which connects it to the King Street Metro station. Carlyle oversees security at the tunnel to make it a safe and easy way to avoid crossing the busy thoroughfare.

Carlyle Council stays in contact with employers through its on-site office active outreach program, connecting with employees at gatherings, and through social media. To ensure Carlyle is providing top-notch programs and services for its employers and commuters, it conducts an annual survey to gain feedback on commuting habits to and from Carlyle. Results in 2016 found that 66 percent of employees within the Carlyle TMP use alternate transportation modes at least three days per week.



2017 Honorable Mention

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

AlSCO - Lanham, MD

Bill & Melinda Gates Foundation - Washington, DC

The Donohoe Companies - Bethesda, MD

DrFirst.com, Inc. - Rockville, MD

Global Communities - Silver Spring, MD

McDonald's/Horizon - North Bethesda, MD

MITRE Corporation - McLean, VA

National Institutes of Health - Bethesda, MD

Quest Diagnostics - Chantilly, VA

Wellness Corporate Solutions, LLC - Bethesda, MD

WGL Holdings, Inc. - Washington, DC

2017 Awards Selection Committee

William Ellis, Exelon Utilities

Neil Harris*, City of Gaithersburg Council Member

Jason Hercules, U.S. Green Building Council

Allison Lazare, United Educators

Robin Mack, Telework!VA

Karyn Crichton McAllister, Prince George's County

* Committee Chair

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 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 metropolitan 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 other alternatives to drive alone commuting, and offers the 'Pool Rewards and free Guaranteed Ride Home programs. Commuter Connections is funded by the District of Columbia, Maryland, Virginia and U.S. Departments of Transportation.

For more information about services and assistance available through Commuter Connections, call 800.745.RIDE (7433), (TDD) 202.962.3213 or visit commuterconnections.org.

How to Get Involved

Does your company offer, promote or support any of the following: transit benefits, ridesharing, telework, or bicycling? If so, please apply for the 2018 Commuter Connections Employer Recognition Awards. Visit us at www.commuterconnections.org for more information.

Special Thanks

Commuter Connections Subcommittee 2017 Employer Recognition Awards Workgroup

George Clark, Tri-County Council for Southern Maryland
Marina Budimir, District Department of Transportation
Gabriel D. Ortiz, Virginia Department of Rail and Public Transportation

The Commuter Connections 2017 Employer Recognition Awards selection process was moderated and tabulated by Arch Street Communications.

About the Metropolitan Washington Council of Governments

Founded in 1957, the Metropolitan Washington Council of Governments (COG) is an independent, nonprofit association that brings area leaders together to address major regional issues in the District of Columbia, suburban Maryland, and Northern Virginia. COG's membership is comprised of 300 elected officials from 24 local governments, the Maryland and Virginia state legislatures, and U.S. Congress.

Policies are set through the COG Board of Directors, the National Capital Region Transportation Planning Board, and the Metropolitan Washington Air Quality Committee. These boards are responsible for a broad range of issues under the COG umbrella. Supporting committees help shape programs through the dedicated work of a wide array of public servants, from police chiefs to social workers.

METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
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commuterconnections.org



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