



Employee Commuting: Best Practice Examples

Excerpted from: Transportation to Work: a Toolkit for the Business Community (2012) -by the Community Transportation Association

▪ **Microsoft Corporation (Redmond, WA)**

Microsoft offers a free transportation card that provides unlimited rides on regional transit lines and operates a shuttle service with 74 buses that now has 22 routes throughout metropolitan Seattle. As a result, approximately 40 percent of employees use alternative transportation to commute. Since 2007 the commuter program has eliminated 40.5 million miles of travel and more than 17,237 metric tons of carbon. Microsoft says its transportation benefits play a pivotal role in the company's ability to attract and retain the best talent.

▪ **Texas Instruments (Dallas/Ft. Worth, TX, Manchester, NH)**

Texas Instruments (TI) has a long tradition in promoting alternative commute programs. TI offers subsidized passes to commute by mass transit, subsidized vanpools and free shuttles between nearby mass transit stations and TI campuses. These activities combined resulted in nearly 58,000 total travel miles averted every day in the Dallas area alone. Other incentives that support alternative commuting include a rideshare matching tool, flextime work schedules that allow for telecommuting, Bike to Work activities, and an on-site concierge service that handles errands like picking up tickets to sporting events.

▪ **Best Buy Co., Inc. (Richfield, MN)**

Best Buy offers vanpool subsidies as well as free bus passes for employees who ride the bus to work for a minimum of three days a week. Best Buy also incorporates transit-friendly design features, including: showers, covered bicycle spaces, a transportation kiosk, building exits near bus stops, flex hours to alleviate peak-travel, and preferential parking for carpools. On-site amenities include a pharmacy, fitness center, and childcare.

▪ **Cincinnati Children's Hospital Medical Center (Cincinnati, OH)**

The hospital allows employees to set aside up to the maximum allowable amount in pre-tax pay deductions for transit passes, bus fares, and rideshare expenses, thus reducing taxable income. In addition, the hospital operates a shuttle system that travels between campuses and the major public transportation hub. The cost savings realized from the reduced need for parking are substantial. The Commuter program costs the hospital \$12,000 annually in administrative fees, approximately the cost to build one new parking space.

▪ **The Calvert Group (Bethesda, MD)**

The firm reimburses commuters using public transportation at 100 percent of cost. Those who walk get up to \$120 for a new pair of walking shoes each year, and bicycle commuters receive up to \$500 toward the purchase of a bike. In 2012 Calvert was piloting a hybrid car reimbursement program. All employees participate in either a telecommuting arrangement or the transportation program to some extent. Calvert's employee retention rate is over 90 percent.

▪ **Google (Mountain View and San Bruno, CA)**

Google offers more than 350 scheduled daily shuttle departures from locations that span seven Bay Area counties. Approximately one-third of the people on campus (4,500) use the free to ride biodiesel buses for their daily commutes. The shuttles increase employment productivity and result combined with other transportation programs in net annual savings of more than 15,000 metric tons of CO₂ - the equivalent of over 3,000 cars off the road, or avoiding 40 million vehicle miles every year.