



## Employer Commute Benefit Program Case Study

### Employer

The Cadmus Group

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### Background

Founded in 1983, The Cadmus Group is a leading employee-owned environmental and energy consulting firm with offices located across the country. Headquartered in Waltham Massachusetts The Cadmus Group opened the Bethesda Maryland office in 2013. The office is LEED Gold certified for office design.

The location allows Cadmus to better serve their clients in Maryland and the federal government, cut down on travel for many of their employees, and work in a LEED Gold-certified building and office space. The new Bethesda office operates on many of the principles that help their clients put into practice every day. This additional location on the northern side of the Potomac, combined with its office in Arlington, Va., will allow Cadmus to more effectively serve current and future federal government clients as well as clients in the private sector, Maryland state and local governments, and the utilities sector.

### The Situation and Solutions

The Cadmus Group was looking for an ideal office location to service clients in Maryland and the District of Columbia in addition to their office in Arlington, Virginia. In keeping with their practices at their other offices the company wanted to implement a comprehensive commuter benefits offering for their employees. The company began offering a transit subsidy as an incentive for employees to use public transportation. Participating

employees can opt in to receive a \$255 pre-tax transit benefit. In addition, Cadmus offers a shuttle service from the Bethesda Metro station to their office.

Further solutions for commuting options include a \$100 bicycle subsidy at the beginning of each fiscal year. Employees have the options to use the funds towards the purchase of a bicycle, bike equipment or repairs. There are also on-site lockers and shower facilities and bike racks are installed in safe locations for storage.

Employees also have the opportunity to telework and have access the company server from home pending supervisor approval. Compressed work-week schedules are available for all employees as well.

## **The Impacts and Future**

The programs that the Cadmus Group has put into place have had a significant impact. A savings of 377,000 vehicle miles traveled per year, and a savings of 19,040 gallons of fuel annually show the positive effect of commute alternatives put in place by the company. In regards to the future Cadmus is invested in providing clean, safe alternative commuting options and look to increase participation in those options.

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