



# Employer Commute Benefit Program Case Study

## Employer

BAE Systems

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## Contact

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## Background

BAE Systems, Inc. is the U.S. subsidiary of BAE Systems plc, an international defense, aerospace and security company which delivers a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions and customer support services. The Manassas location has over 200 employees for the worksite.

## The Situation and Solutions

The pandemic increased telework for the entire staff of the office of over 200. The current climate of returning to the office has been adapted to reflect a hybrid

model so that those employees who are not day to day essential will be able to choose when they will return to the office at least one day a week. BAE still offers compressed work week, transit benefits, telework, as well as bike racks and lockers for their employees. The pandemic did reduce the number of participants in the transit benefit but the benefit does remain.

## The Impacts and Future

The impact of the programs at BAE Systems during the pandemic has been helpful for employee retention and morale. The organization is considering increasing in-office return as well as maintain its current programs when their offices reopen fully while maintaining a hybrid approach to staff returning to the workplace.

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