



Employer Commute Benefit Program Case Study

Employer

National Financial Partners / Aon
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Background

National Financial Partners (NFP) (part of Aon), headquartered in New York, operates a national distribution network with over 1,300 producers in 40 states and Puerto Rico consisting of more than 135 owned firms and more than 180 affiliated third party distributors specializing in life insurance and wealth transfer, corporate and executive benefits, and fee-based financial planning. Formerly known as the Meltzer Group, the office is located in Bethesda with over 100 employees at its worksite.

The Situation and Solutions

The Bethesda office is served by MetroBus and RideOn transit options. Parking is employee paid and is limited in availability. Commuter costs and time demands concerned the management team and some peer intelligence revealed that other similar companies were offering employee commuter benefits to assist commuting situations. To increase employee satisfaction, a formal telework program was implemented. When the pandemic began to affect the region, the office transitioned to telework only for 2020 to 2022 with a hybrid office program that is now in place.

The Impacts and Future

The impact of the programs at NFP following the pandemic has been instrumental for employee retention. The company is considering revamping their flextime scheduling as well as preferred parking. The company anticipates an increase in interest for

alternative commuting due to rising
gasoline prices.

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