

**25
YEARS**

**20
22** | **EMPLOYER
RECOGNITION
AWARDS**

JUNE 28, 2022



Pamela J. Sebesky
Vice Mayor
City of Manassas



The National Capital Region faced a global health pandemic for the last several years, and our essential workforce, including front-line transportation workers, helped carry us onward. The pandemic also thrust the practice of remote work into the mainstream, and Commuter Connections and its regional network partners were poised to assist employers with establishing and formalizing telework policies to help maintain business continuity.

As area workers continue to transition back to the physical workplace, the Commuter Connections Employer Services team is providing guidance to employers. Commuters are being encouraged to revert back to using the abundance of multi-modal travel methods available within the region.

The employers we are honoring today have implemented innovative and successful commuter and telework programs. We hope that through their example, other organizations will embrace similar initiatives, creating more opportunities to help maximize the efficiencies of shared commutes and telework.

On behalf of the National Capital Region Transportation Planning Board, I wish to congratulate the winners of the 2022 Commuter Connections Employer Recognition Awards and extend thanks for their continued commitment to reducing traffic congestion and improving the region's air quality.

Sincerely,

A handwritten signature in blue ink that reads "Pamela J. Sebesky". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Pamela J. Sebesky
Chair, National Capital Region Transportation Planning Board

For 25 years, Commuter Connections has been heralding distinguished companies in the Washington, DC metropolitan region through its Employer Recognition Awards program. These award-winning employers offer robust commuter programs to encourage ridesharing, bicycling, walking, public transit, and teleworking. Such actions help maintain optimal work/life balance, increase mobility on our roadways, and improve the region's air quality.

Commuter Connections is a regional network of transportation professionals dedicated to helping employers set up and expand comprehensive commuter benefits and telework programs. These initiatives provide for a greener environment and help employers attract and retain the best and brightest workforce.

In recent years, the COVID-19 pandemic changed the commuting landscape. Commuter Connections and its network partners supported essential workers and helped employers transition to a remote workforce. Even as we are well beyond the pandemic's peak, for some employers, changes to the level of teleworking are having lasting impacts.

Please join me in congratulating the recipients of the 2022 Employer Recognition Awards, who continuously strive to meet and improve the commuting challenges of their employees.

Sincerely,

A handwritten signature in black ink, reading "Kari M. Snyder". The signature is fluid and cursive, with the first name "Kari" being the most prominent.

Kari Snyder
Chair, Commuter Connections Subcommittee



Kari Snyder
Regional Planner
Maryland Department of Transportation

The 2022 Employer Recognition Awards

Commuter Connections' annual Employer Recognition Awards program acknowledges employers who offer outstanding commuter benefits, amenities, and tools to facilitate teleworking and the use of alternative commuting methods such as ridesharing, transit, bicycling, and walking. By reducing vehicle trips and miles traveled, these methods help to improve mobility and reduce harmful vehicle emissions.

Qualified applicants were evaluated by a Selection Committee made up of industry experts and professionals from throughout the Washington, DC metropolitan area, 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 those within the National Capital Region. The Employer Recognition Awards Selection Committee meeting was moderated and tabulated by a third party, Arch Street Communications.

Incentives Award

An employer offering a host of commuter benefits and incentives to encourage and reward employees for using alternative means of transportation to and from work. Incentives and commuter benefits can come in many forms, including, but not limited to, transit benefits and subsidies; preferred or discounted parking for carpools and vanpools; amenities such as showers and lockers for bicyclists and walkers; and work schedule alternatives and teleworking.

Marketing Award

An employer educating about and championing for the use of alternative transportation options by frequently promoting available commuter programs to employees in creative ways. Companies who actively promote alternative commuting options enjoy higher employee enthusiasm and participation rates. With knowledge of the available choices, employees are empowered to make well-informed decisions about better ways of commuting, rather than driving alone.

**Telework Award**

An employer providing a policy framework and technology to allow employees to seamlessly work from home, or at a local telework or co-working center, one or more days per week. Offering such opportunities allows employees to dramatically reduce or eliminate the time and money spent commuting to-and-from work. For employers, savings may come in the form of reduced overhead such as office space costs and parking. In addition, teleworking results in better work-life balance, lower absenteeism, higher morale and productivity, and helps businesses attract and retain qualified employees.

Employer Services Sales Team Achievement Award

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.

Employer Services Organization Achievement Award

An organization that has instituted a program or enhanced an existing program that makes it easier for employers to introduce or expand commuter benefits in the workplace.



Incentives Award
Environmental Enhancements
Sterling, VA



Environmental Enhancements offers a full range of landscaping services to commercial and campus property managers, data centers, medical facilities, retail centers, and homeowner associations. Services provide visually pleasing, functional landscapes along with high-quality maintenance.

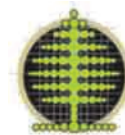
The company cares for its employees and understands that people working together as a team fosters success and makes Environmental Enhancements the best landscaping company in Northern Virginia to work for. The company believes that striving for a work culture with high employee morale, promotes engagement, loyalty, and commitment. This nurturing philosophy delivers positive outcomes to its clients and the environment.

The landscape company began a vanpool program to improve the reliability of employee transportation to customer worksites. This was in response to recurring personal car maintenance issues experienced by employees, in addition to a lack of access to personal transportation for some. In addition to the unreliability of getting to the worksite to earn a living, vehicle maintenance expenses were a significant cost burden on employees.

Since starting the vanpool program in 2017, the company has seen a dramatic reduction in employee absenteeism and an increase in punctuality at the worksites. Additionally, the vanpools have helped create a stronger sense of community among staff. Crew leaders can now plan their day with confidence knowing that their full team will be on hand and less stressed about transportation.

Due to the success of its first van, Environmental Enhancements expanded the program by purchasing a second. The company pays fuel, tolls, and maintenance expenses for the vans, and employees can even be picked up at home if needed. About one-third (32%) of Environmental Enhancements' 38 employees in the Washington metropolitan area participate in the company's vanpool program.

Administrative staff who are not required at customer worksites are given the option to telework, reducing both commuting costs and the company's carbon footprint. The vanpool and telework programs reduce employee vehicle miles traveled (VMT) by 121,000 and save 5,505 gallons of gas annually.



**ENVIRONMENTAL
ENHANCEMENTS**
COMPLETE LANDSCAPE SERVICES

Ellumen is a small, privately held IT company specializing in various areas of healthcare IT from healthcare systems and medical imaging technology to training and communications. In January 2020, just prior to the pandemic, Ellumen adopted a formal telework policy to diversify the employee talent pool and improve work-life balance. The company has 74 employees in the region, all of whom work remotely 4-5 days per week.

To help attract diverse and qualified new hires, Ellumen promotes its telework program when advertising externally to potential job candidates as do recruitment firms working for Ellumen. Once hired, Ellumen encourages the practice of teleworking during its onboarding process. Telework training is available through a learning and development platform, including materials to train managers of remote workers.

Ellumen takes pride in their people and workforce and encourages a team atmosphere through a welcoming virtual onboarding process where employees are greeted by their team and even get a virtual office tour. To maintain camaraderie and incentivize high performance among employees, Ellumen recognizes employees' achievements through a Staff Appreciation and Recognition program (STAR). The company uses STAR as a tool to acknowledge a high level of employee performance while working from home. The executive team selects a monthly awardee, who is featured in the employee newsletter, and receives a signed recognition certificate and gift card.

Ellumen informs employees through its company newsletter about available commuting options for travel to and from the physical office. Employees have the option to pay for transit using pre-tax dollars, and bike racks are available for those arriving on two wheels. Lastly, Ellumen offers a flex-time schedule.

Ellumen added 31 employees and increased its retention rate from 76.3% in 2019 to 97.3% in 2021, in great part to its work/life balance opportunities and effectiveness of promoting such. Ellumen's telework and commuter programs have led to a reduction of employee vehicle miles traveled (VMT) by 512,080 miles, and savings of 23,276 gallons of gas annually.





Marketing Award
Ellumen, Inc.
Silver Spring, MD



Telework Award
Northwest Federal Credit Union
Herndon, VA



Established in 1947, the Northwest Federal Credit Union (NWFCU) is a full-service financial institution that strives to provide valuable financial products and services for its 260,000-plus members.

The NWFCU informal telework program began in March 2020 in response to the COVID-19 pandemic. In July 2021, all remote workers were then called back to the office full time. After receiving employee feedback, the organization understood telework as an asset to help with staff retention in a competitive job market. As a result, in fall 2021, NWFCU re-introduced and formalized its telework policy. NWFCU has 533 employees in the Washington metropolitan area, with 344 employees (65%) working remotely; 256 employees (48%) do so 1-2 days per week, and 88 (17%) telework full-time.

NWFCU has been able to reduce real estate expenses by decreasing the need for office space, as the majority of its call center staff work remotely full-time. Increased work/life balance has greatly improved employee morale and reduced absenteeism. In addition, the program has made NWFCU more adaptable for emergency preparedness.

Equipment such as laptops, headsets, monitors, keyboards, and VPN access are made available to ensure that employees can flourish in a remote work environment. Additionally, NWFCU supervisors are given training on managing in a remote work environment.

Employees have the option of combining a compressed/flexible workweek with remote work. These agreements are handled individually by each manager and arrangements are tailored to meet the needs of employees.

The NWFCU telework program has led to the reduction of nearly 886,000 vehicle miles traveled (VMT) and saves more than 40,000 gallons of gasoline annually.



There are a total of 10 Employer Services sales teams, and 34 representatives in the Washington, DC metropolitan region that cultivate and support employer-based transportation programs. The National Capital Region Transportation Planning Board's (TPB) Commuter Connections program is pleased to honor for the second year in a row, the District Department of Transportation (DDOT) with the 2022 Employer Services Sales Team Achievement Award.

During the past year with two full-time sales representatives, more than 1,700 contacts were made with employers in the District of Columbia, 485 employers were designated as Employer Ambassadors, and 75 meetings and 11 webinars were held by its goDCgo staff. Selection of the 2022 Employer Services Sales Team Achievement Award recipient was based on information provided by the sales teams as part of their required monthly reporting to COG/TPB, and through on-going database verifications. DDOT's goDCgo program is proudly supported by Foursquare ITP and Clark Concepts.

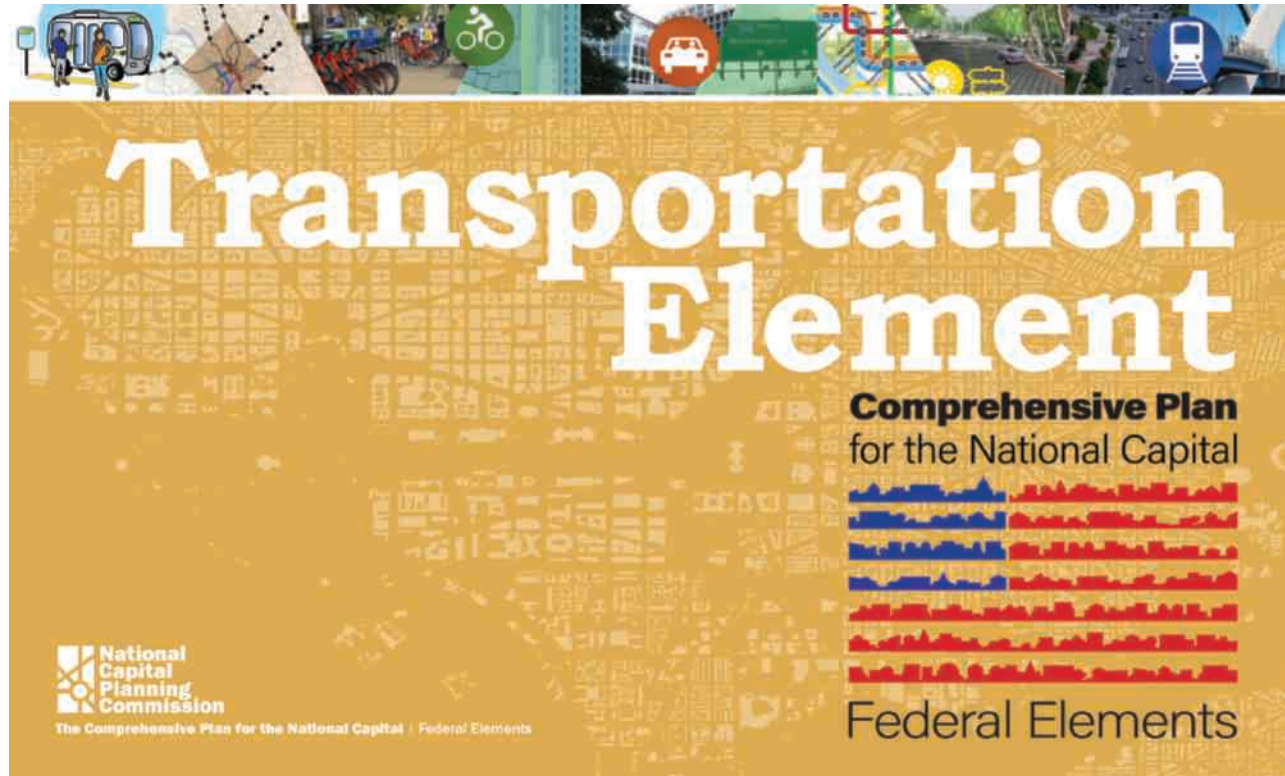


District Department of Transportation





Employer Services Sales Team Achievement Award
District Department of Transportation
Washington, DC



Employer Services Organization Achievement Award
National Capital Planning Commission
Washington, DC



Established by Congress in 1924, the National Capital Planning Commission (NCPC) is the federal government's central planning agency for the region. NCPC works with federal agencies to preserve and enhance historical, cultural, and natural federal assets and resources to enrich the lives of those who live, work, and play within the National Capital Region.

As part of its overall Comprehensive Plan, NCPC's Transportation Element assists federal agencies with developing effective Transportation Management Plans (TMP). These site-specific or full campus TMPs establish short and long-term transportation goals for federal facilities to help meet larger NCPC policy objectives of environmental protection, sustainable development, congestion reduction, energy conservation, and improved quality of life. Transportation Demand Management (TDM) strategies help meet those goals by guiding employee commute behavior through more efficient and effective means.

NCPC's Transportation Element and Addendum which published in July 2020 was a culmination of several years of studies and analyses. Of particular note, the document details updated policy guidance to help reduce parking demand and meet established maximum parking ratios for federal facilities. For example, new policies use a zone-based system which assigns a prescribed ratio of parking spaces per employees, based on transit accessibility within each zone. The guidance was created after partnering with the U.S. Department of Transportation's John A. Volpe National Transportation Systems Center.

By limiting single occupant vehicle (SOV) commuting for federal workers and contractors, agencies can reduce roadway congestion, emissions, impervious surfaces, and parking demand, as well as costs associated with building and maintaining parking infrastructure.



2022 Honorable Mention

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

American Association of Colleges of Osteopathic Medicine
American Association of Zoological Parks & Aquariums, Inc.
Dr. Aldino P. Maggiulli, LLC
Family & Nursing Care
FH+H and Chisel
George Mason University
Gilbert Employment Law, P.C.
Microsoft
OmniRide
Thermo Fisher Scientific
WithumSmith+Brown

2022 Selection Committee

Commuter Connections would like to acknowledge the following people for volunteering as part of the 2022 Employer Recognition Awards Selection Committee:

Fatemeh Allahdoust, Virginia Department of Transportation
Reuben B. Collins, II, Esq., Charles County Government*
Daniel Flores, Greater Washington Board of Trade
Kateleen Jackson, GEICO
Tiffany Jennings, Prince George's County
Antoinette Rucker, Washington Metropolitan Area Transit Authority
Mark Wiatrowski, Oval Offices DC

*Selection Committee Chairperson

2022 Workgroup

Commuter Connections would like to acknowledge the following people for volunteering as part of the 2022 Employer Recognition Awards Workgroup:

George Clark, Tri-County Council for Southern Maryland
Marcus Moore, Fairfax County
Antoinette Rucker, Washington Metropolitan Area Transit Authority



National Capital Region Transportation Planning Board

The National Capital Region Transportation Planning Board (TPB) is the federally designated metropolitan planning organization (MPO) for the Washington, DC metropolitan region. Working with local, state, regional, and federal partners, the TPB coordinates future plans; provides data and analysis to decision makers; and coordinates regional programs to advance safety, commuting, land-use, and more. The TPB is housed at and staffed by the Metropolitan Washington Council of Governments (COG).

Commuter Connections

Commuter Connections is a regional network of transportation organizations coordinated through the National Capital Region Transportation Planning Board. Commuter Connections offers free commuter services to employers and employees in the Washington, DC metropolitan region. Services and programs include ridematching for carpools and vanpools; coordination of regional events (Bike to Work Day and Car Free Day); administration of the Guaranteed Ride Home (GRH) program (Washington and Baltimore regions); and a host of other incentive programs. Through its Employer Outreach Representatives, Commuter Connections assists employers with commuter benefit programs, including telework and alternative work schedules. Commuter Connections is funded by the District of Columbia, Maryland, Virginia, and the U.S. Departments of Transportation.

How to Get Involved

Does your company provide a robust commuter or telework program? If so, apply for the 2023 Commuter Connections Employer Recognition Awards. For more information about free employer services and assistance available through Commuter Connections, visit www.commuterconnections.org, or call 800.745.7433, (TDD) 202.962.3213.

Metropolitan Washington Council of Governments

The Metropolitan Washington Council of Governments (COG) is the hub for regional partnership where each month more than 1,500 officials and experts convene to make connections, share information, and develop solutions to the region's major challenges. Together, they help advance COG's Region Forward vision for a more prosperous, accessible, livable, equitable, and sustainable future.

Founded in 1957, COG is an independent, nonprofit association with a membership of 300 elected officials from 24 local governments, the Maryland and Virginia state legislatures, and U.S. Congress. COG is supported by financial contributions from its member governments, federal and state grants and contracts, and donations from foundations and the private sector.

The Board of Directors is COG's governing body and is responsible for its overall policies. In addition, a wide network of policy, technical, and advisory committees, partnerships, and programs advance COG's regional work. Elected leaders, transportation planners, environmental experts, police chiefs, housing directors, and more find tremendous value in working together at COG. A staff of more than 130 subject matter experts and technical professionals support COG's members.

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