



# Employer Commute Benefit Program Case Study

## Employer

Covington & Burling, LLP  
One City Center  
850 10<sup>th</sup> St. NW  
Washington, DC 20001

## Contact

Kellie Croons  
Benefits Coordinator  
[kcroons@cov.com](mailto:kcroons@cov.com)

## Background

Founded in 1919, Covington & Burling, LLP is an international law firm with offices in Beijing, Brussels, Frankfurt, Dubai, Johannesburg, London, Los Angeles, New York, Palo Alto, San Francisco, Seoul, Shanghai, and Washington, DC its headquarters. The firm advises multinational corporations on significant transactional, litigation, regulatory, and public policy matters.

## The Situation and Solutions

Covington & Burling have a large staff at their Washington DC office with over 700 support employees and lawyers. In 2016 they moved their offices to their current location and looked to what transportation assistance programs they could offer for affected employees. Having already a strong SmartBenefits pre-tax benefit the firm also began an informal telework program for the legal and support staff. In addition the firm also provides compressed work week schedules, flex-time, bike racks, as well as showers and lockers.

## The Impacts and Future

Covington & Burling's encouragement of transportation alternatives for their employees has helped them retain top talent in the firm and with a strong participation by staff in the pre-tax transit benefit and telework programs their impact is significant for reducing their carbon foot print in the Washington DC region. The firm can measure their reduction of vehicle miles traveled by their employees by 211,000 and a cost savings in gasoline of over \$500,000.

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