**BUSINESS BENEFITS OF MOBILITY SOLUTIONS**

* **Reduction on Parking Demand** – Business who reduce their employees need for parking can turn a cost into a savings or better yet, a revenue stream.

	+ ****Costing savings are realized when you eliminate the cost of paying for parking to an outside company. Either the employee saves (if they are paying) or you save (if you are paying)
	+ A new revenue stream can be created when you lease parking places to other people and organizations in high-demand parking locations
	+ Increase available parking for clients
* **Tax Savings Benefits for You and Your Employees** - Twenty-five years ago, a simple yet ingenious idea took root: By allowing workers to defray public transportation costs through their employers’ benefits packages, we could reduce traffic congestion and improve air quality. In 1998, Congress amended the tax code to allow employees to take advantage of commuter benefit using their own pre-tax dollars. Today, commuter benefits have joined health, retirement and disability at the top of the list of voluntary benefits offered to employees by their employers. Federal law allows employers three ways to reduce the cost of commuting via public transportation (bus, vanpool, train or ferry) for employees. Companies can offer employees:

	+ A tax-free employer-paid benefit
	+ A pre-tax employee-paid payroll deduction, or
	+ A combination of the above
* **Real estate savings –** On the average workday, most offices are only occupied 30-40 percent of the day meaning they are sitting empty 60-70% of the day. Individual office space costs companies between $5,000 and $20,000 per person per year depending on where you are located in Central Texas. The more employees who telework, work flex time, etc. the more people can work in an office area, share office space, or work in neighborhoods or shared-sites instead of having individual office assignments.

	+ Average real estate savings with full-time telework is 10,000 per employee per year. Cube sharing, hoteling, and other options can be used to realize additional savings from flextime.
	+ Sun Microsystems saves $68 million a year in real estate costs
	+ IBM cut real estate costs by $50 million a year
	+ Source: [Global Workplace Analytics](http://www.globalworkplaceanalytics.com/resources/costs-benefits)
* **Employee Attraction and Retention –** Mobility programs can be marketed as part of employee benefits packages. Ride-sharing, transit/rail passes, telework, parking payback, etc. are all listed by employee as benefits that attract them to an organization. In addition, companies that offer these options to their employees boast better retention numbers and higher rankings on employee satisfaction.

\*Employees report taking alternative transportation is more relaxing, allows them to catch up on critical home and work responsibilities, and improves their quality of life.

\*Two-thirds of employees would take another job to ease their commute results as surveyed by Global Workplace Analytics

\*Over four in five (83 percent) agree that the option of working from home is a significant job perk, and three in five (61 percent) agree that the option to telecommute has or would have an impact on their decision to take or stay at a job. - [See more](http://www.employmentlawdaily.com/index.php/news/new-harris-poll-looks-at-demographics-of-telecommuters-finds-majority-believe-telecommuting-increases-productivity/#sthash.QWF0KWTX.dpuf).

\*Millennials and Generation Y will make up 75% of the worldwide workforce within five years.

* **Workman’s Compensation:** Although concern over workmen’s compensation was high when telework was instituted, data on workmen’s compensation so far shows that claims decrease for companies who offer telework. It is important to note that you should always have clear criteria and instructions for employees who telework to reduce your risk and liabilities. This toolkit offers those criteria and instructions.