



# Case Study: Juniper Networks OVERVIEW OF A COMMUTE ALTERNATIVES PROGRAM

Founded in 1996, Juniper Networks is headquartered in Sunnyvale, California. Juniper Networks has 7,000 employees in offices in 47 countries. The company has served the top 100 network service providers, more than 30,000 enterprises, as well of hundreds of government agencies and higher education organizations.

“The Juniper Employee Transportation Program is designed to not only meet the City of Sunnyvale’s trip reduction requirement, but also to support alternative commute options as well as Spare the Air Programs and our environmental philosophy. In providing employees with several convenient options to get out of their vehicles and use environmentally friendly methods to get to work, Juniper contributes to the reduction in air pollution on a continual basis while also improving employee’s morale.”

– Malys Neang, Juniper Networks



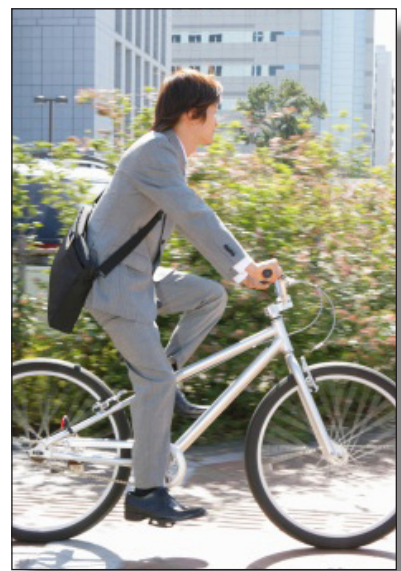
### Background

The City of Sunnyvale requires that a percentage of employees (based on number of buildings and also headcount) commute to work using an alternative mode. Based on an annual transportation survey, Juniper has achieved the city’s goal every year, and exceeded the goal in 2006 when 23.4 percent of employees commuted to work using an alternative mode instead of driving alone.

### Juniper’s Commuter Club

Alternative commute options for all employees include:

- Subsidized direct purchase of commute passes for multiple agencies (Caltrain, ACE, BART, Capitol Corridor, etc.)
- A free Eco Pass to use on the Santa Clara Valley Transportation Authority (VTA) transit system
- Pre-tax commuter check deductions
- An online carpool matching database
- Vanpool organization assistance
- A Bike to Work rewards program that also encourages roller skating, roller blading, riding a scooter and walking for employees who live nearby
- A telework program
- Internal shuttle services between campus buildings



Employees are supplied with ample bike racks at each building on campus along with private shower rooms and storage lockers.

The Employee Transportation Program has grown significantly since its inception when Juniper only offered a Commuter Check pre-tax deduction program. The program then evolved to provide employees and future new hires with additional benefits, and to reduce traffic congestion into the Moffett Park area of Sunnyvale. Juniper is now among the companies in Moffett Park with an outstanding transportation program. The program now consists of:

### Commuter Checks & Subsidies

Juniper offers a \$40.00 subsidy toward the employee’s commute pass (the difference in cost can be deducted from the employee’s monthly pre-tax wages). The pass is purchased directly for the employee and distributed on a monthly basis. Employees who choose to ride a bike to work receive a card on which to record their bicycle commutes. For every ten days an employee bikes to work, the employee receives a \$20.00 lunch voucher for the onsite cafeteria with a maximum of \$40.00 monthly.

### Carpool

Juniper launched an online carpool matching database in association with AlterNet Rides to enable employees to find carpool partners.

### Guaranteed Ride Home Program

Juniper appreciates its employees' willingness to commute to work without their cars. Employees who qualify can receive a free ride home if a personal emergency arises.

### Transit Assistance

The majority of Juniper employees reside in Santa Clara County. An Eco Pass is available for all employees to encourage commuting to work using the VTA transit system.

### Vanpool

Juniper teams with VPSI, Inc. to assist in organizing vanpools for employees that live 20 miles or more from work.



### Walk, Blade, Roller Skate or Scooter

Juniper recommends that employees that live nearby try walking, roller blading, roller skating or riding a scooter to work which not only improves health, but also helps to reduce air pollution. A pedometer is available to employees to track their walking efforts.

### Onsite Employee Transportation Coordinator

Juniper provides an onsite employee transportation coordinator (ETC) to assist employees with commute options and coordinate events. The Juniper ETC meets with other ETCs in Moffett Park on a monthly basis to discuss upcoming events and promotions, and to share news and updates.

### Teleworking Program

Employees are provided with remote access enabling them to work from home.

### Onsite Promotional Transportation Functions and Events

Juniper offers onsite awareness fairs with local transit agencies to assist employees with route planning and support. Employees can also test drive hybrid and electric cars to promote the use of environmentally friendly vehicles. Bike to Work events encourage a healthier commute for employees.

## Conclusion

In providing employees with several and convenient options to get out of their vehicles and use environmentally friendly methods to get to work, Juniper contributes to reductions in air pollution on a continual basis.

### 511 OFFERS FREE SERVICES AND TOOLS FOR EMPLOYERS

Want to help your employees find more efficient and economical ways to get to work? 511 offers a variety of services and tools to help you assemble a successful Transportation Demand Management (TDM) program at your worksite. This service is provided at no cost to your organization by the Metropolitan Transportation Commission. Services include:

#### ONLINE RIDEMATCHING

With just a few clicks on 511.org, the RideMatch Service instantly matches your employees with other people making a similar commute.

#### VANPOOL FORMATION AND SUPPORT

Vanpooling may be an option at your worksite, and we can help you set up vanpools from start to finish.

### COMMUTE INCENTIVES

Employees who use commute alternatives to driving alone can benefit from a variety of incentives, including commuter tax breaks, free bridge tolls, carpool lanes and other financial incentives.

### WORK SITE EVENTS

511's representatives will participate in select events to promote carpooling and vanpooling at your worksite.