

Statewide Transportation Demand
Management Plan for Tennessee
Nonattainment and Maintenance Areas
Employer Survey Report
October 2016



Table of Contents

1.0 Introduction.....	2
1.2 Key Findings.....	2
2.0 Survey Approach.....	3
2.1 Survey Design.....	3
2.2 Survey Distribution.....	3
2.3 Data Processing.....	3
3.0 Survey Results based on geography.....	4
3.1 Parking at worksites.....	4
3.2 Work schedules.....	6
3.3 Availability of transportation services and facilities.....	8
3.4 Positive or negative effect of the transportation system.....	12
3.5 Interest in programs and incentives.....	15
Familiarity with transportation organizations.....	19
3.6 Environmental and transportation roles.....	20
3.7 Business demographics.....	22
4.0 Factors affecting interest in TDM programs.....	25
APPENDIX A – ‘Other’ responses.....	26
APPENDIX B – Survey Instrument.....	30

1.0 Introduction

In September of 2016 TDOT conducted a survey of employers throughout the state as part of an effort to develop a Statewide Transportation Demand Management (TDM) Plan for Tennessee Nonattainment and Maintenance Areas. The survey sought to obtain information from employers regarding the transportation issues they and their employees face and what programs and strategies may help address those issues.

The following organizations helped distribute the survey to employers by either contacting them directly or allowing the survey team to contact the employers directly.

- Memphis MPO
- GreenTrips (Chattanooga)
- Chattanooga MPO
- Nashville RTA
- TMA Group(Nashville)
- Nashville MPO
- SmartTrips (Knoxville)
- Knoxville Regional TPO
- Clarksville Urbanized Area MPO

In addition, the survey was distributed to representatives at business with 100 or more employees. The contact information for the individuals was obtained through Dow Jones Factiva. The survey was undertaken by 146 individuals.

1.2 Key Findings

The following summarizes key statistically significant findings from the survey results:

Availability of bicycle infrastructure: the 39% of Nashville region responses suggested that the availability of bike routes was poor, compared to just 8% for all other regions. Similarly, 48% of Nashville region respondents suggested that the availability of bicycle parking was poor, compared to 24% of all other regions.

Availability of HOV/carpool lanes: 66% of respondents from the Nashville region suggested their place of work was close to a freeway or highway with a HOV/carpool lane compared to 27% of all other regions.

Internet availability: respondents from the Nashville region suggest 92% of employees have access to the internet for at least a portion of their workday, compared to 69% of all other regions.

Impact of the transportation system on business: the transportation system tends to negatively impact businesses in Nashville more than other regions, showing less positivity and more negativity to the following: employee recruitment, employee productivity, employee turnover, cost of receiving and sending goods and goods movement and package delivery.

Environmental management and sustainability plan: respondents from Nashville are less likely to have an environmental management or sustainability plan, with only 17% of respondents suggesting they had a plan, compared with 40% of all other regions. Of the organizations with plans, the majority have a goal to reduce emissions such as green house gases.

“Interest” level: The following organizational characteristics were found to be statistically correlated with an organization’s interest in participating in TDM programs:

- Interest in obtaining a bicycle friendly business designation
- Inadequate parking for visitors/customers
- Inadequate parking for staff
- Offsite parking for employees
- Increasing or likely to increase staffing
- Have a bus route within a 5-minute walk of the work place

2.0 Survey Approach

The survey process included the steps listed below, which are further details within this and the next section of this report.

1. Design
2. Distribution
3. Data processing
4. Summary

2.1 Survey Design

The survey questions were developed by staff from UrbanTrans North America and AECOM in coordination with TDOT staff. Upon approval of the survey questions, an online version of the survey was created that could be completed through computer, phone and tablet-based web browsers.

2.2 Survey Distribution

Invitations to participate in the online survey were sent via email to those individuals registered in the various databases of different agencies. Individuals from the list Dow Jones Factiva list were also contacted via email.

2.3 Data Processing

Once the survey was closed all data were reviewed for errors including duplicate submittals and outliers. The review revealed that multiple individuals completed the online survey more than one time, many likely after receiving a survey reminder email. In those situations, the most recently submitted and completed survey was retained and the oldest submitted and/or non-completed survey was removed. No outliers were identified, so no survey data was removed for outlier issues.

3.0 Survey Results based on geography

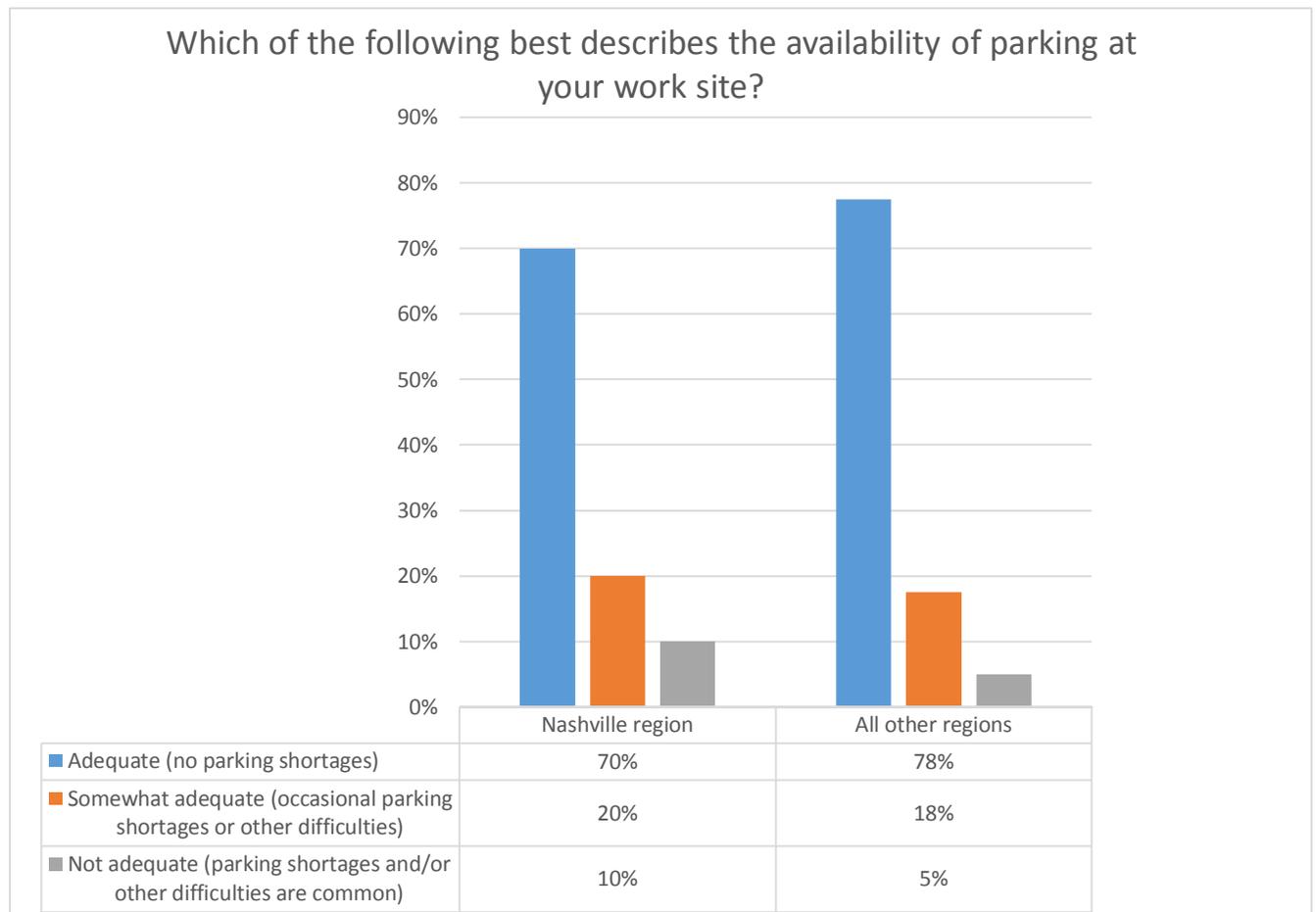
Respondents were asked to report the region their worksite is located in. Of the 146 respondents, 70 represented worksites located within Nashville. Survey results are presented in two categories: (1) employers located within Nashville and (2) employers located outside of Nashville. Only large differences between the two groups should be assumed to be significant.

Several questions included an “Other, please specify” option for those respondents whose answer did not fit any of the named categories. Those responses are summarized in the respective report section and full responses are included in Appendix A.

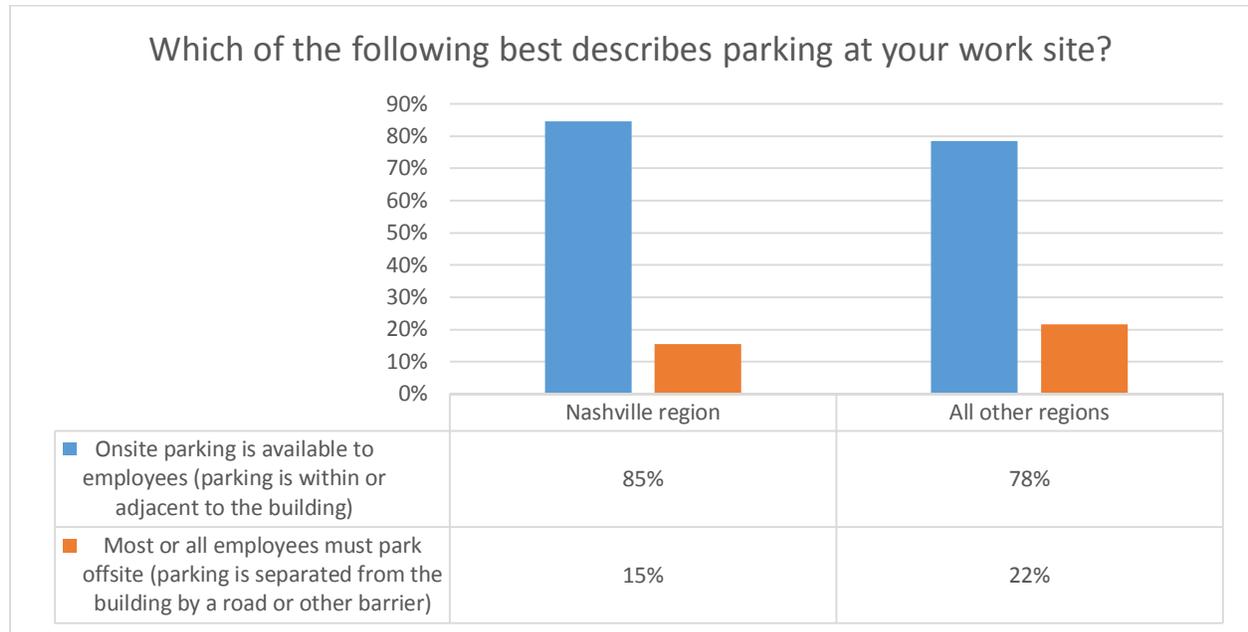
3.1 Parking at worksites

Availability of parking

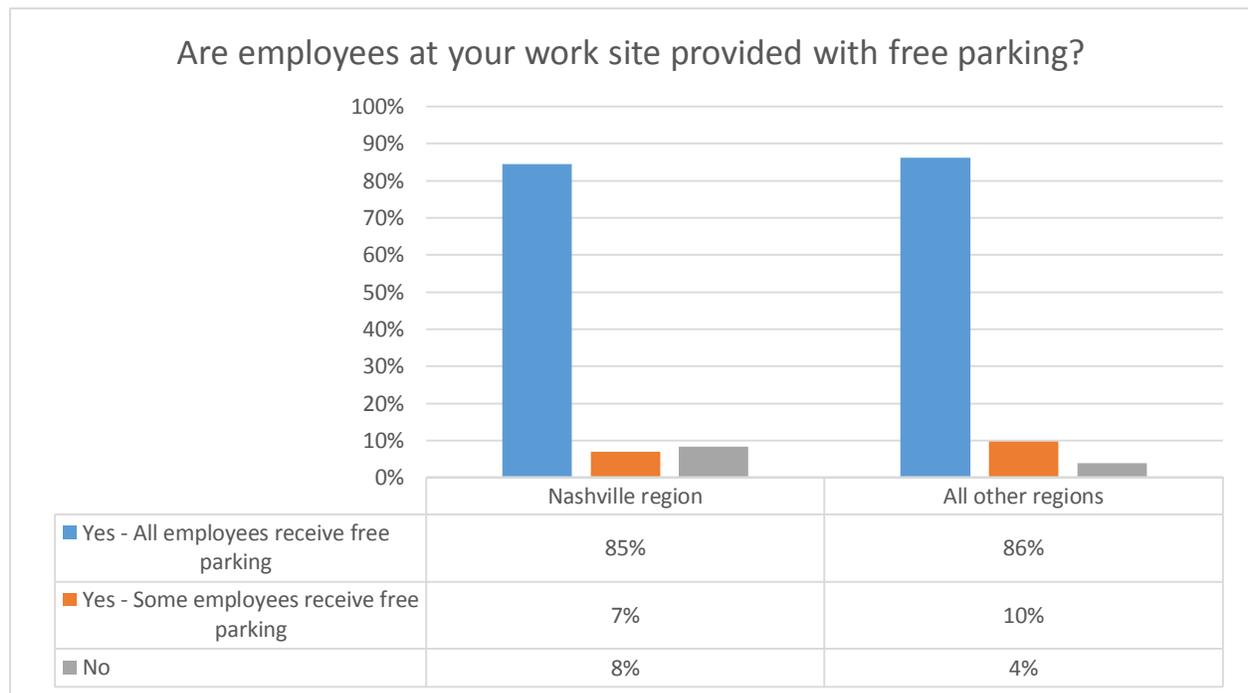
The majority of respondents suggested that the availability of parking at their worksites is adequate. Employers whose worksites suffer from parking shortages are often more willing to participate in TDM programs.



In addition to asking about the availability of parking, respondents were also asked whether parking is available onsite or offsite. For the majority of respondents, parking is available onsite. More inconvenient parking is often associated with a willingness by employees to commute using modes other than driving alone.

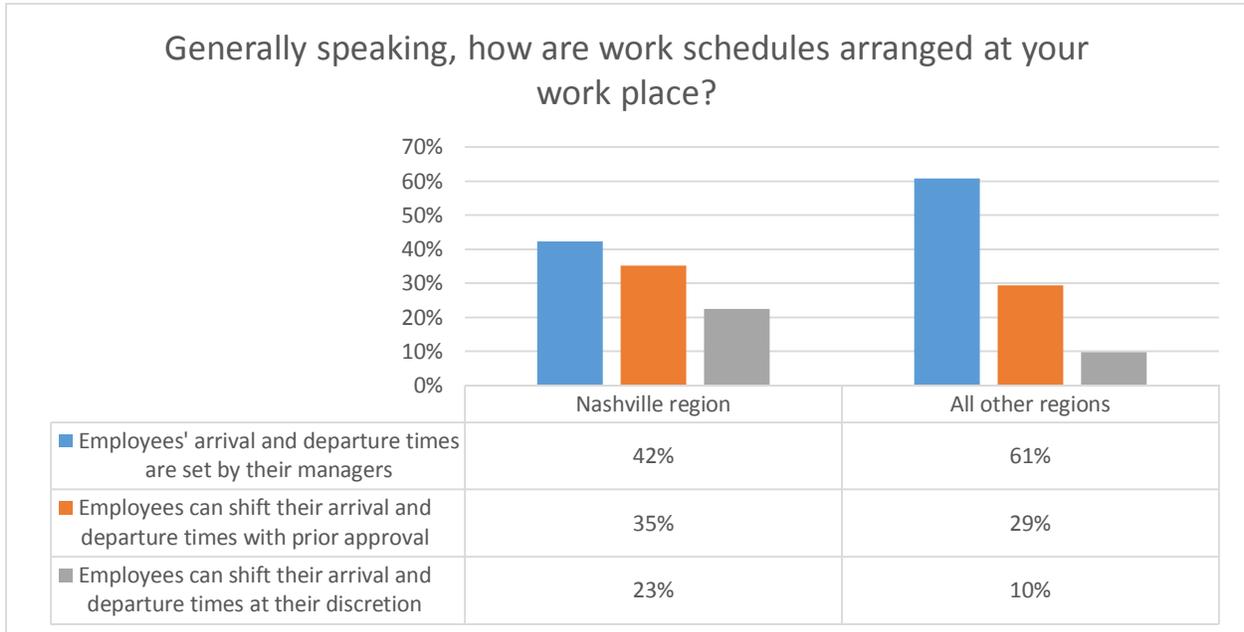


Respondents were also asked if employees have to pay to park. About 15% of employers said at least some employees have to pay to park. Employees who must pay to park at work are generally more likely to use non-drive alone commute modes.



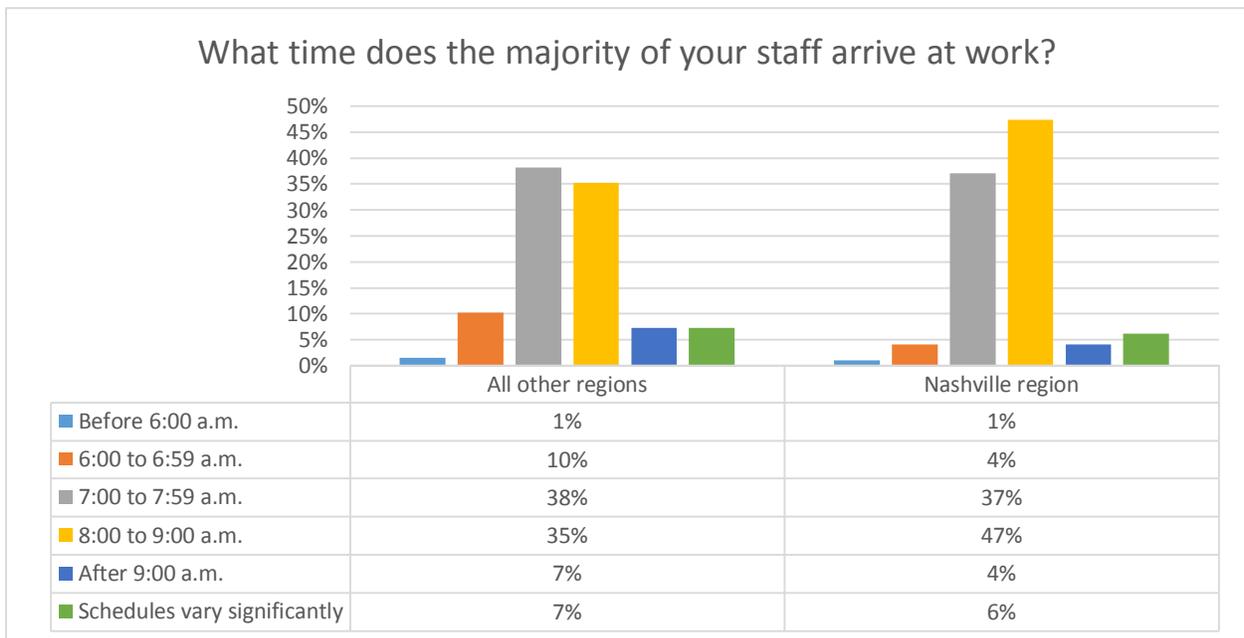
3.2 Work schedules

Work schedules in the Nashville region tend to be more flexible when compared to all other regions. It is often easier for employees with flexible work schedules to take transit, carpool, or vanpool.



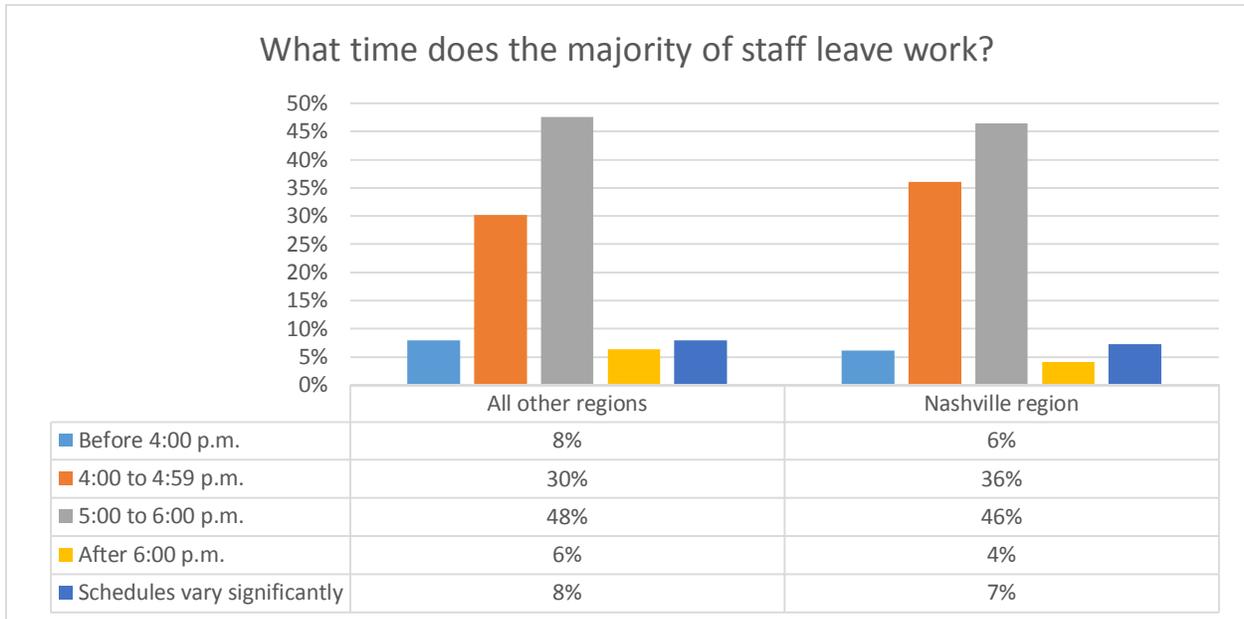
Time arriving at work

Responses show that Nashville employees tend to arrive later than those working in all other regions. Ideally, most employees will arrive during peak travel times with transit and other travel options are most convenient.



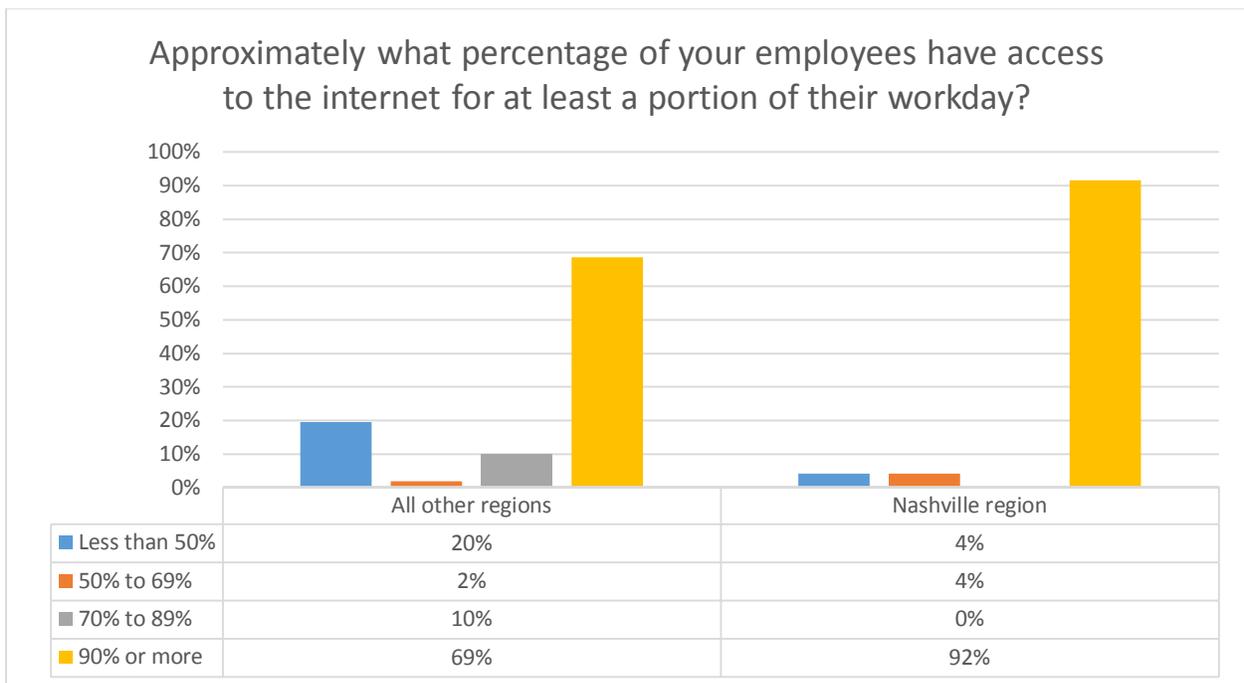
Time leaving work

Responses show that Nashville employees tend to arrive later than those working in all other regions. Again, the most important thing is that employees leave work during peak travel times.



Internet access

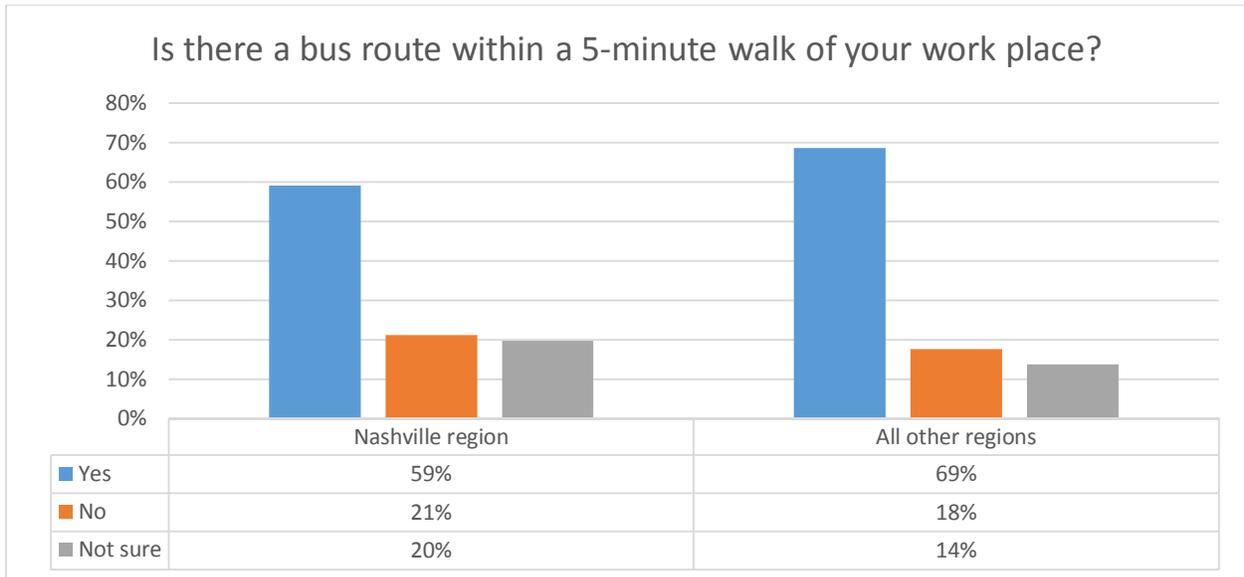
Employees working in Nashville appear to be more likely to have access to the internet during their workday. Employees with internet access are more able to take advantage of online trip planning and tracking tools. Also, they are often easier to market to, as they can receive emails.



3.3 Availability of transportation services and facilities

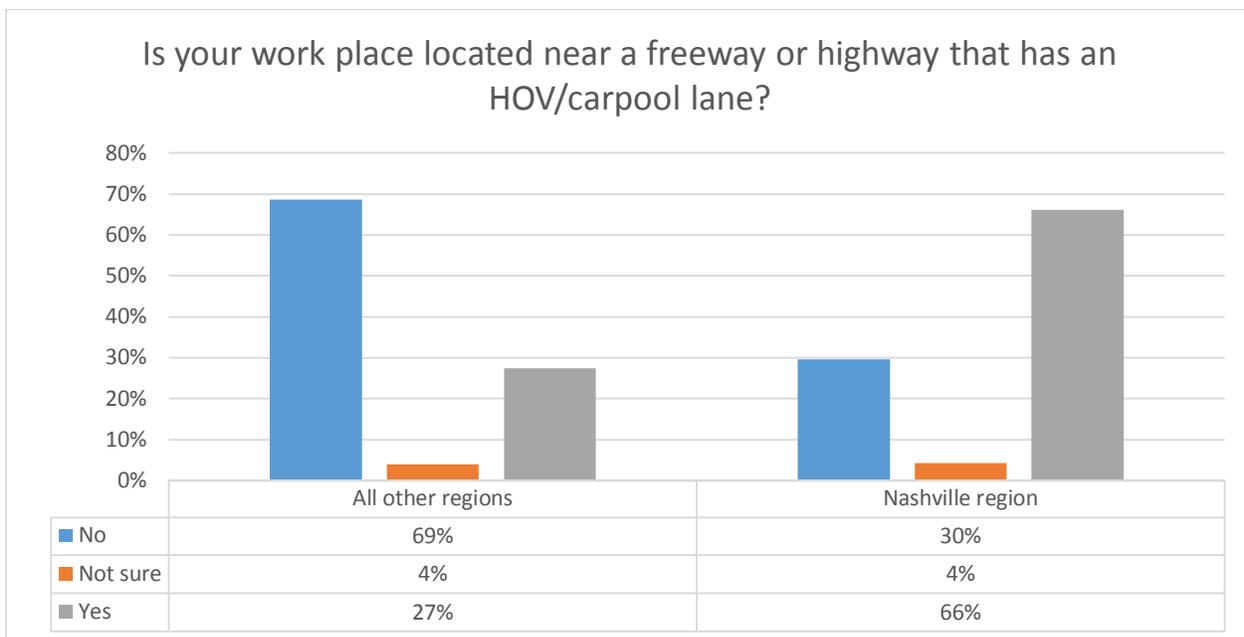
Bus route nearby

59% of respondents from the Nashville region said there was a bus route within a 5-minute walk of their work place, compared with 69% of all other regions.



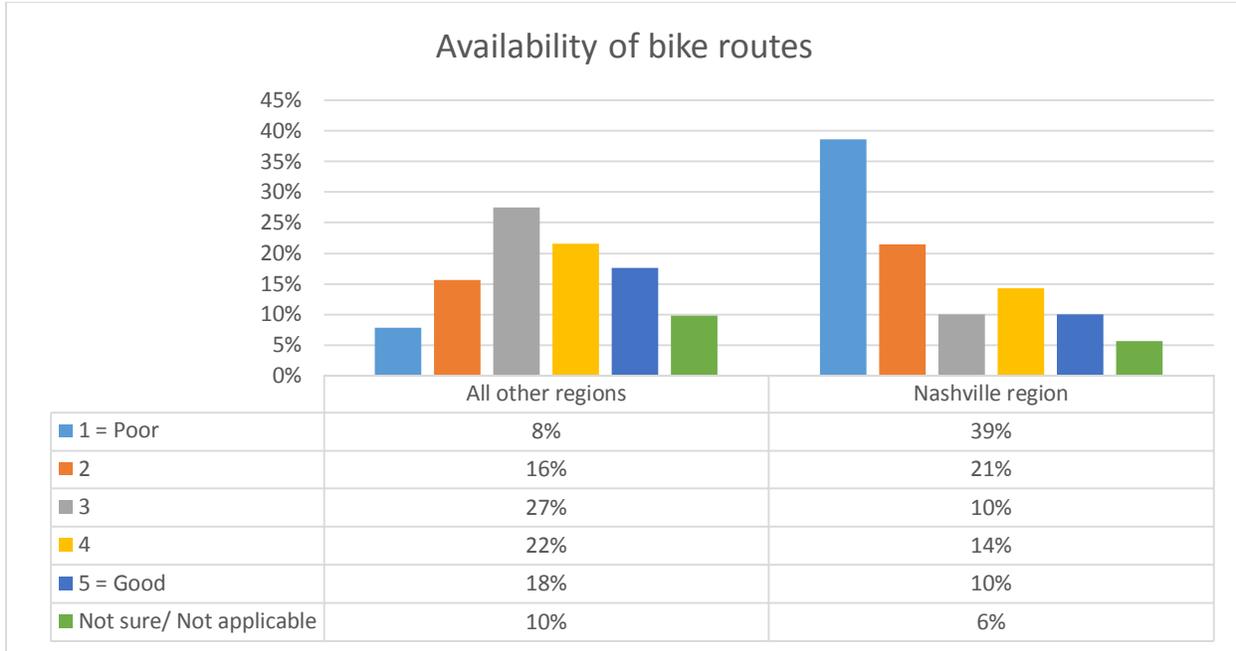
Proximity to freeway or highway with HOV/carpool lane

Employers in Nashville were more likely to report that their worksite is located near a freeway or highway with an HOV or carpool lane. Employees working near these facilities may be more willing to carpool than others.



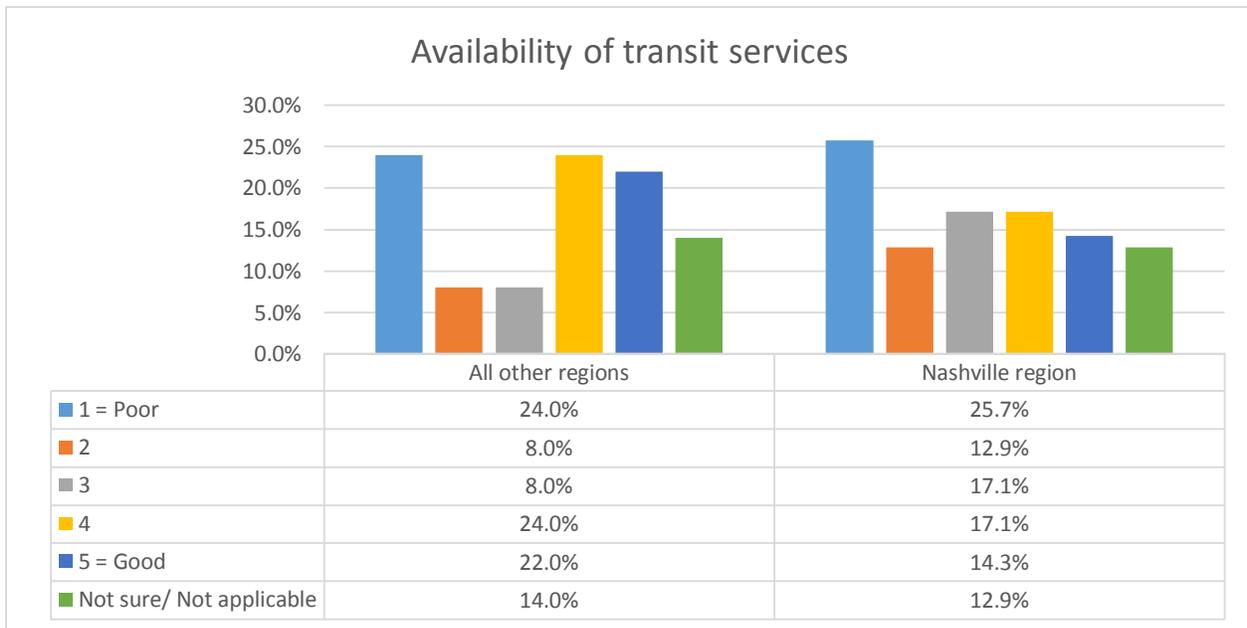
Availability of bike routes

Nashville respondents reported poorer availability of bicycle routes near their worksites. This would indicate that TDM programs that focus on bicycling are less likely to be successful in Nashville than in other regions.



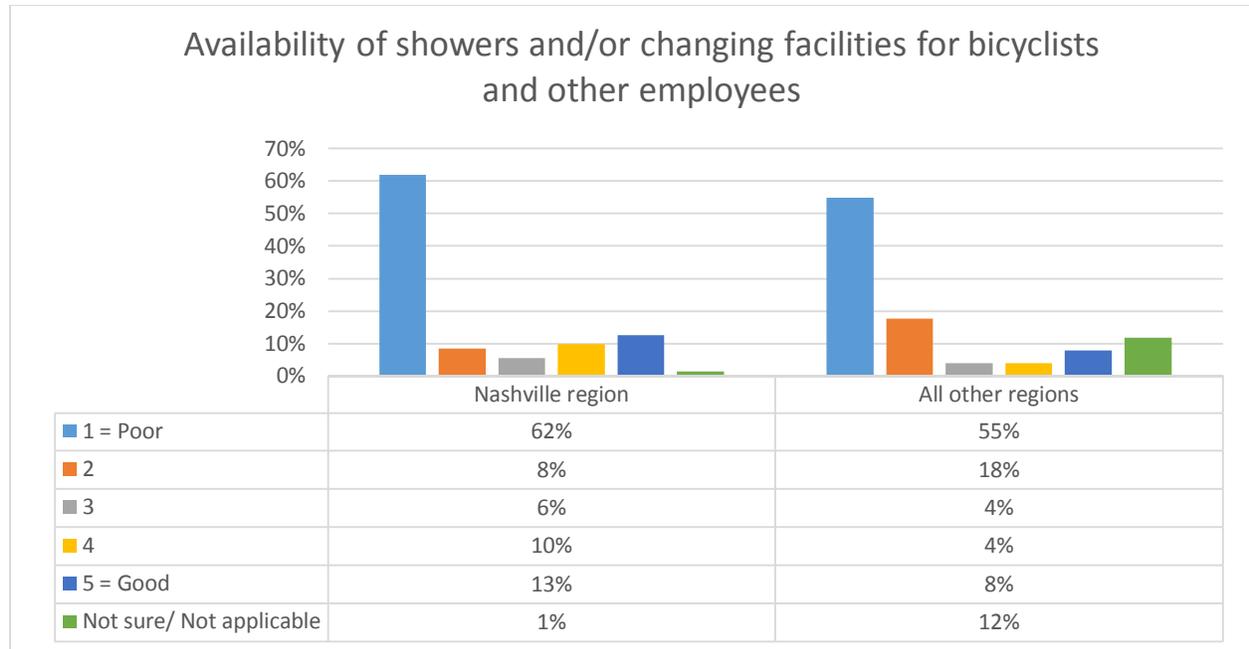
Availability of transit services

Almost 50% of respondents outside Nashville ranked the availability of transit service near their worksite as good. Respondents in Nashville reported poorer transit service near their worksite.



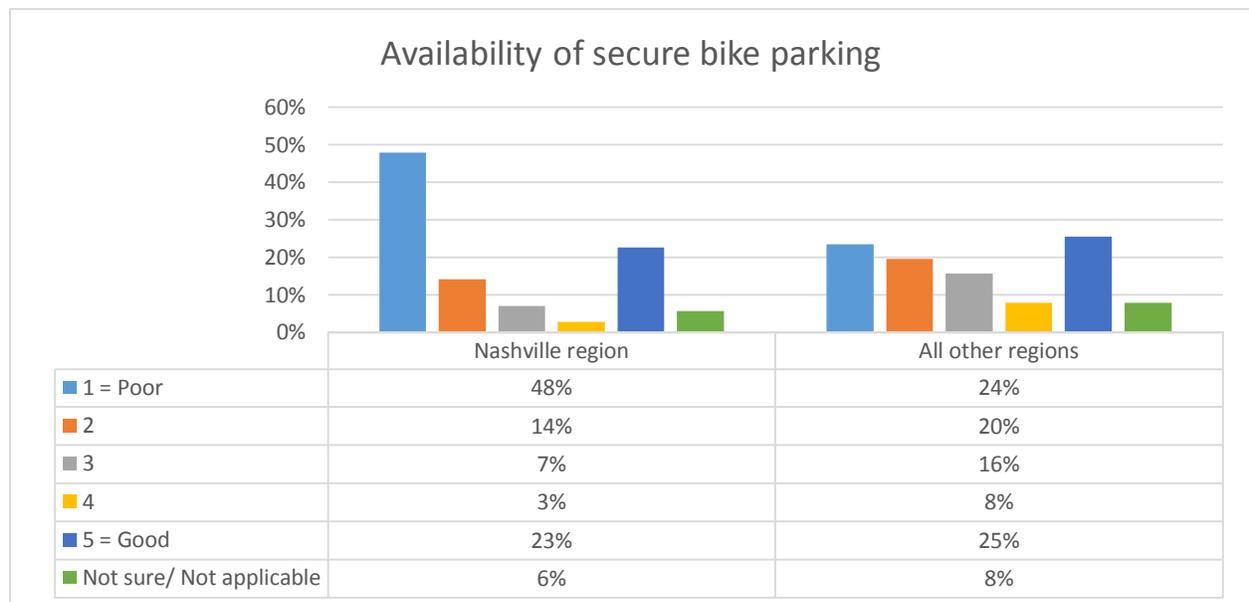
Changing facilities

The availability of showers and changing facilities for bicyclists and other employees was generally reported as poor across the state. Employees are less likely to bicycle longer distances to work when they do not have access to changing or shower facilities at work.



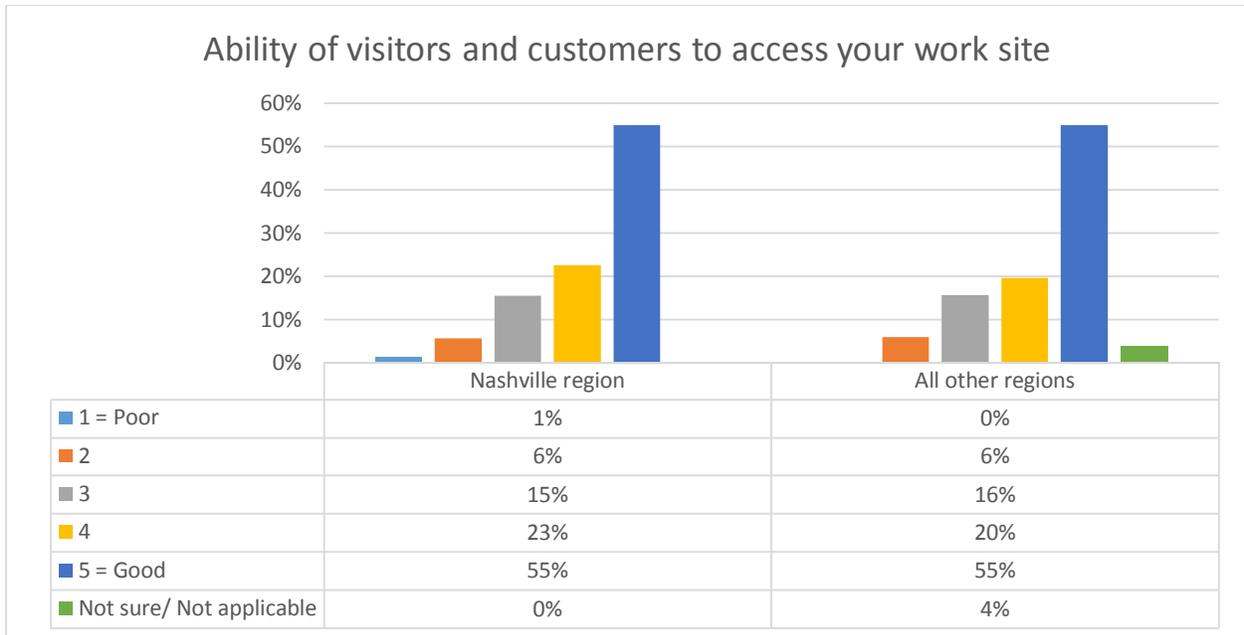
Secure bike parking

About 25% to 30% of respondents said their worksites have good availability of secure bike parking. The lack of secure bike parking can be a major barrier to bicycling to work.



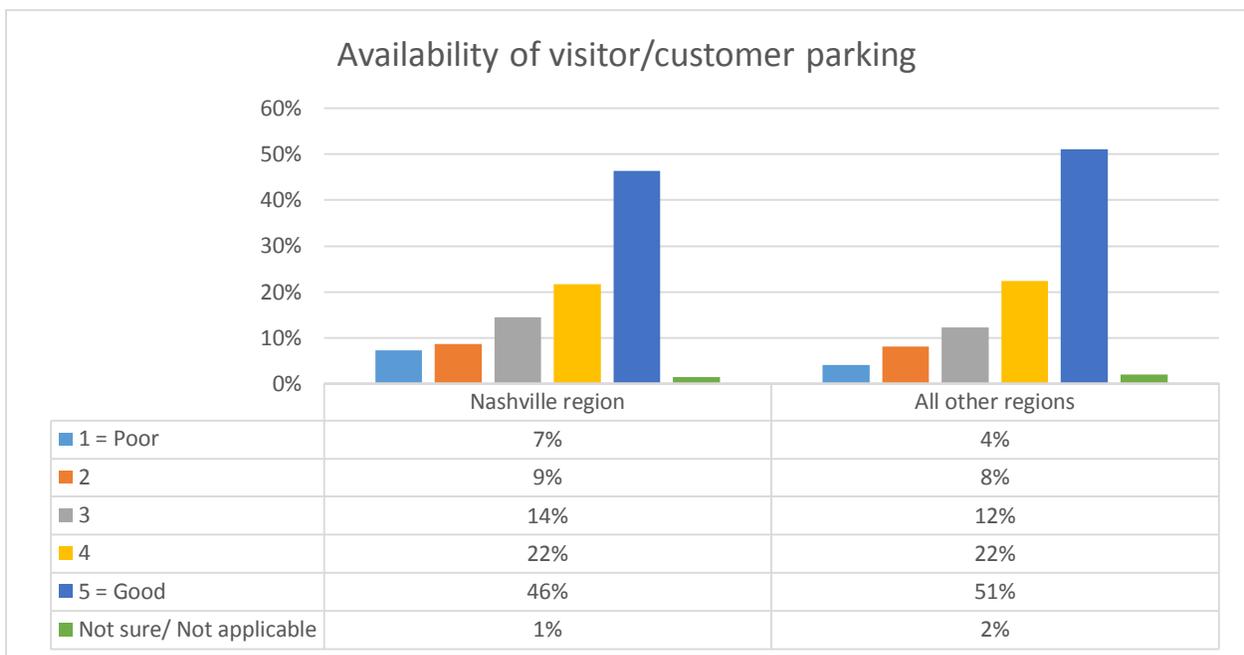
Ability of visitors and customers to access your work site

Generally, all respondents suggested visitors and customers had good access to their work site. Employers whose visitors and customer have poor access are more likely to participate in TDM programs.



Availability of visitor and customers parking

Generally, all respondents said they had good availability of visitor/customer parking. Poor availability would be an incentive to participate in a TDM program.

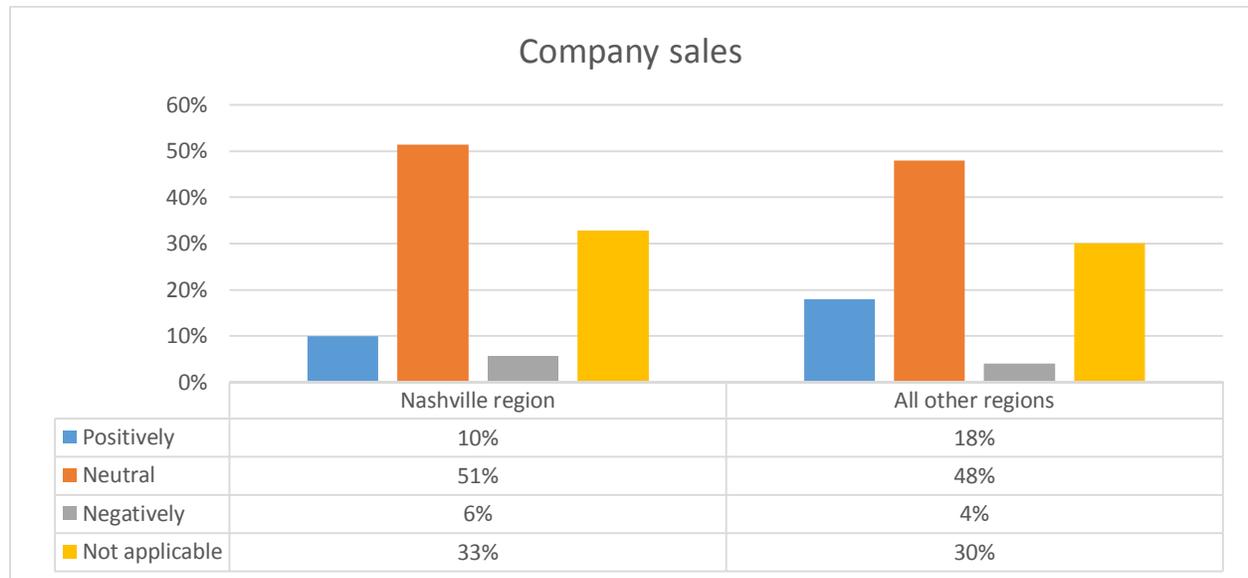


3.4 Positive or negative effect of the transportation system

Respondents were asked “In net, does the transportation system (roads, congestion, transit service, etc.) positively or negatively affect the following elements of your organization?” for a series of attributes.

Company sales

The majority of respondents said the transportation system had a neutral effect on or was not applicable to their sales.



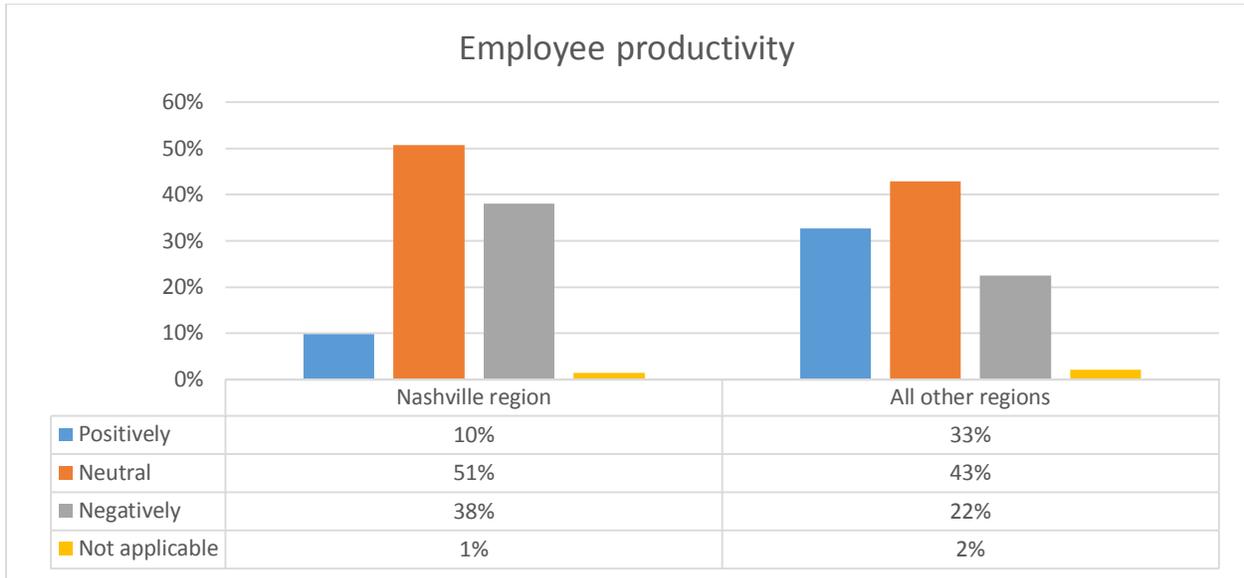
Employee recruitment

A large portion of employers in Nashville said the transportation negatively impacts employee recruitment. These employers are more likely to participate in and need TDM services.



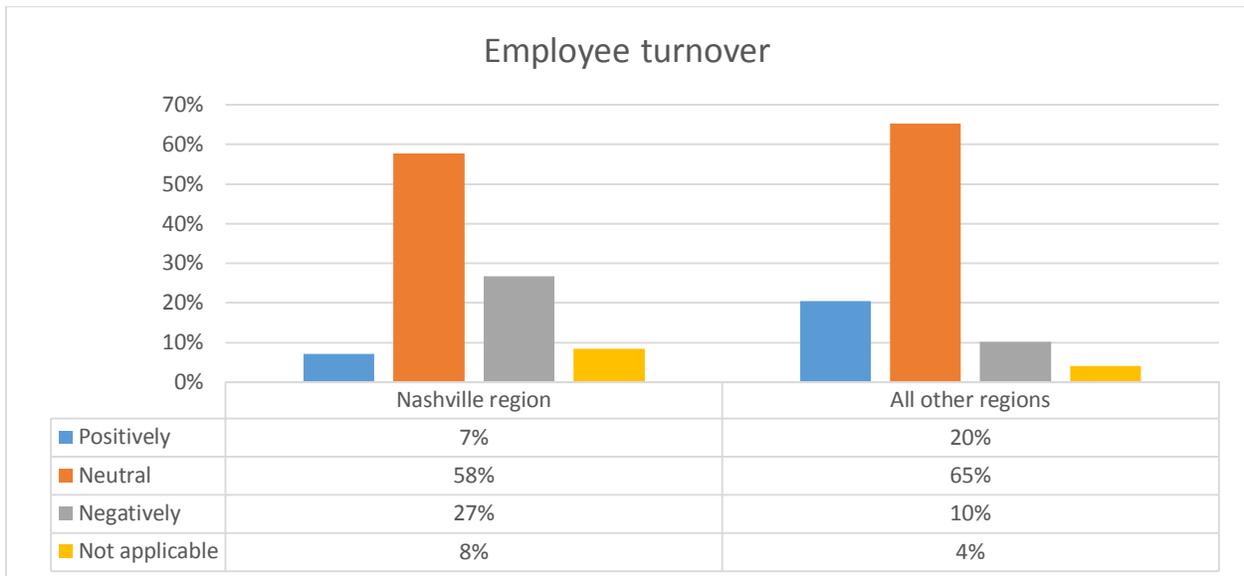
Employee productivity

The majority of employers said the transportation system positively affects employee productivity or has not effect. However, a sizable minority of respondents said that the transportation system negatively impacts employee productivity. These employers would likely benefit from TDM services.



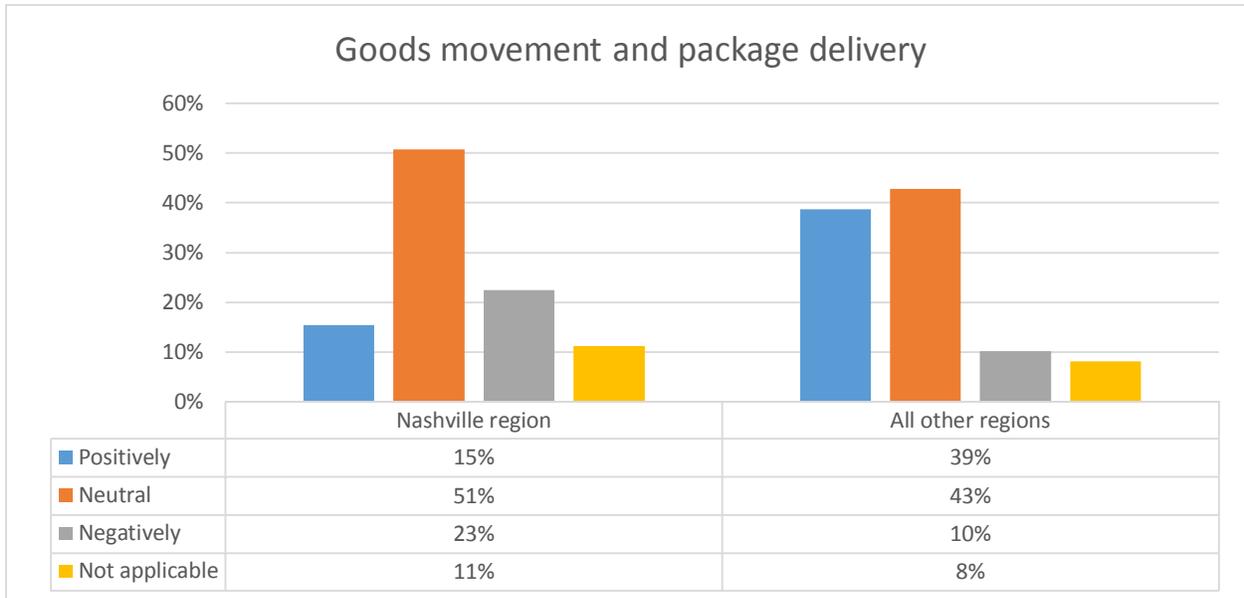
Employee recruitment

Almost one-third of employers in Nashville said that the transportation system negatively impacts employee turnover.



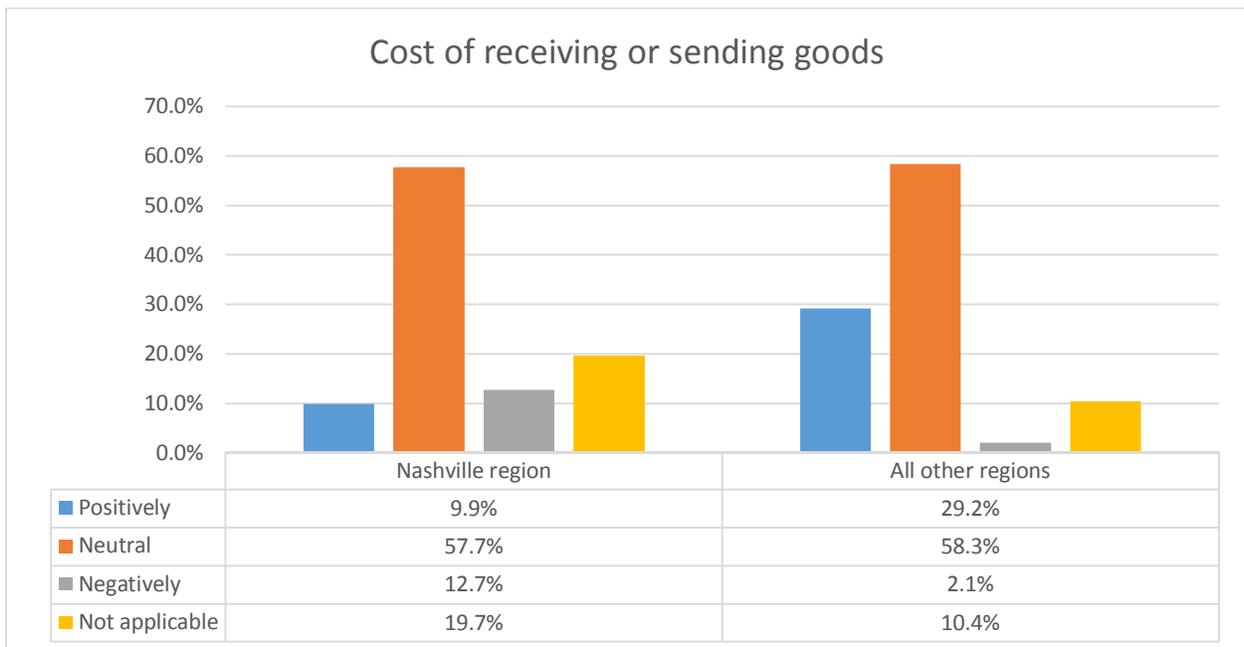
Goods movement and package delivery

Nashville employers were more than twice as likely than employers in other parts of the state to report that the transportation system negatively impacts goods movement and package delivery.



Cost of receiving or sending goods

Respondents reported that the transportation system has a limited impact on the cost of receiving or sending goods.



3.5 Interest in programs and incentives

Survey participants were presented with a list of transportation programs and incentives and asked to report which are offered at their worksite and which they would consider offering. The top three offered services in the Nashville region are flexible shift times, telework options and a car share vehicle (vehicle onsite to access meetings). The top three programs or incentives that respondents from Nashville would consider offering include emergency ride home, discounted transit passes and rewards/incentives for employees choosing not to drive alone to work.

	Carpool matching	Free transit passes	Discounted transit passes	On-site transit pass sales	Bicycle parking	Shower facilities	Telework options
Offer this program	10%	11%	4%	4%	20%	29%	41%
Would consider offering this program	42%	39%	48%	38%	44%	33%	27%
Uninterested in offering this program	27%	25%	27%	34%	21%	26%	25%
Not sure/Need more information	21%	24%	21%	24%	14%	13%	7%
	Flexible shifts	Compressed work weeks	ERH	ETC	Rewards/incentives	Preferential parking	Car share vehicle
Offer this program	51%	15%	11%	7%	4%	15%	30%
Would consider offering this program	24%	34%	49%	20%	45%	34%	30%
Uninterested in offering this program	20%	37%	23%	53%	32%	37%	28%
Not sure/Need more information	6%	14%	17%	20%	18%	14%	13%

The top three offered services in all other regions are flexible shift times, bicycle parking and car share vehicles (vehicle onsite to access meetings). The top three programs and incentives that respondents from outside of Nashville would consider offering include emergency ride home, discounted transit passes, and bicycle parking.

	Carpool matching	Free transit passes	Discounted transit passes	On-site transit pass sales	Bicycle parking	Shower facilities	Telework options
Offer this program	9%	7%	2%	5%	28%	18%	21%
Would consider offering this program	34%	38%	45%	28%	40%	26%	21%
Uninterested in offering this program	33%	30%	27%	40%	21%	39%	32%
Not sure/Need more information	24%	25%	27%	26%	12%	18%	25%
	Flexible shifts	Compressed work weeks	ERH	ETC	Rewards/incentives	Preferential parking	Car share vehicle
Offer this program	41%	12%	5%	5%	5%	7%	21%
Would consider offering this program	16%	33%	51%	18%	36%	26%	19%
Uninterested in offering this program	29%	47%	21%	49%	38%	44%	43%
Not sure/Need more information	14%	9%	23%	28%	21%	23%	17%

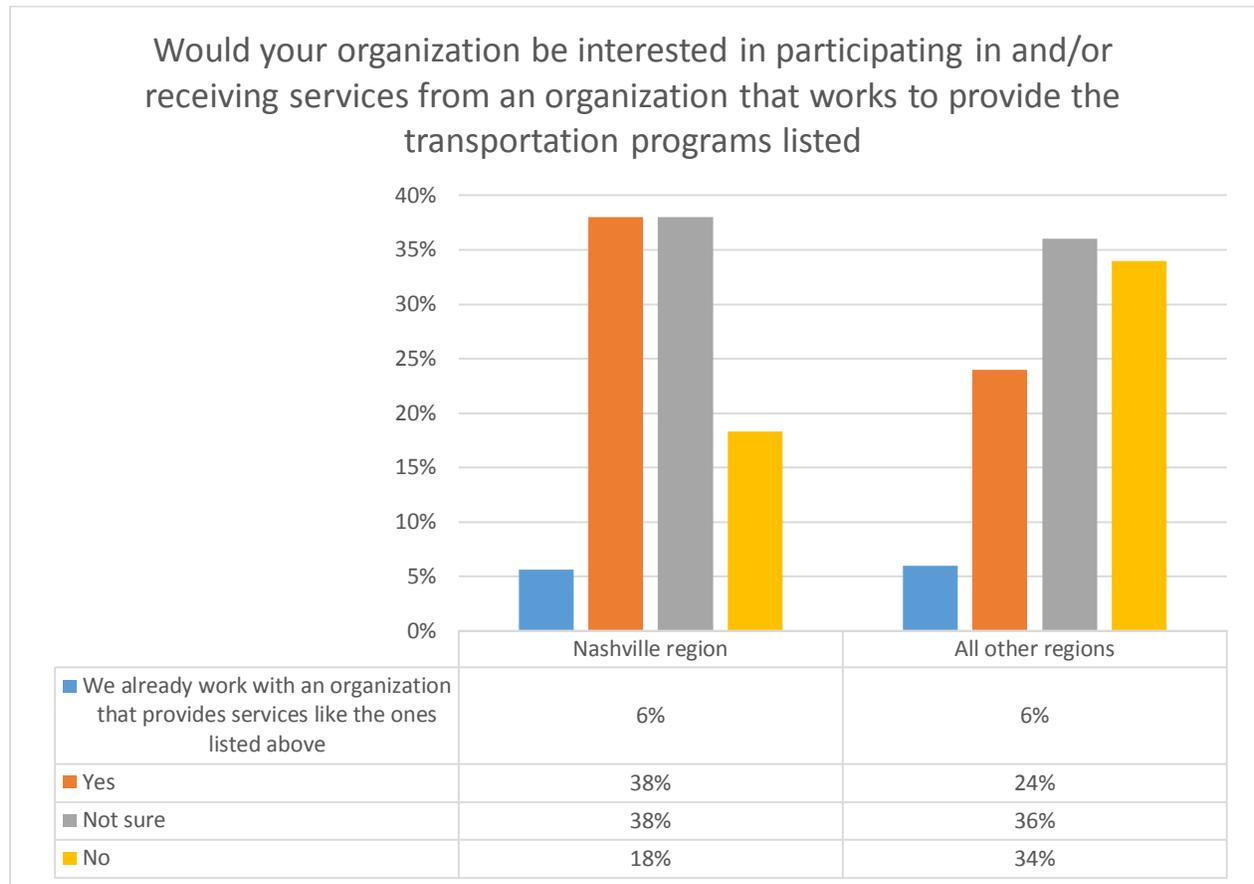
Services that would benefit your organization

Respondents were also provided with a list of TDM programs that could be offered by a third party at their worksite and asked to select those that would benefit their organization. Respondents could select more than one option, and the results in the table represent the percentage of respondents who said each strategy would benefit their organization.

Service	Nashville	All others
Assistance to help employees form carpools	34%	24%
Assistance to help employees form vanpools	37%	16%
Assistance to help employees understand their transit options and how to ride transit	58%	27%
Bicycle education to help employees know how to ride a bike safely	25%	24%
Health campaigns to help employees be more physically active	49%	41%
Transit pass sales at your worksite	29%	14%
Assistance developing parking policies to increase the availability of parking spaces	23%	22%
Incentive programs that allow employees to earn prizes when they don't drive to work alone	41%	31%
Actions to improve the long-term environmental sustainability of your organization and community	36%	39%
A guaranteed ride home program	44%	39%
Assistance with the creation and implementation of a telework program	21%	14%
Assistance with the creation and implementation of alternative work schedules	25%	14%
Other	5%	6%
None of these services would help my organization	0%	0%

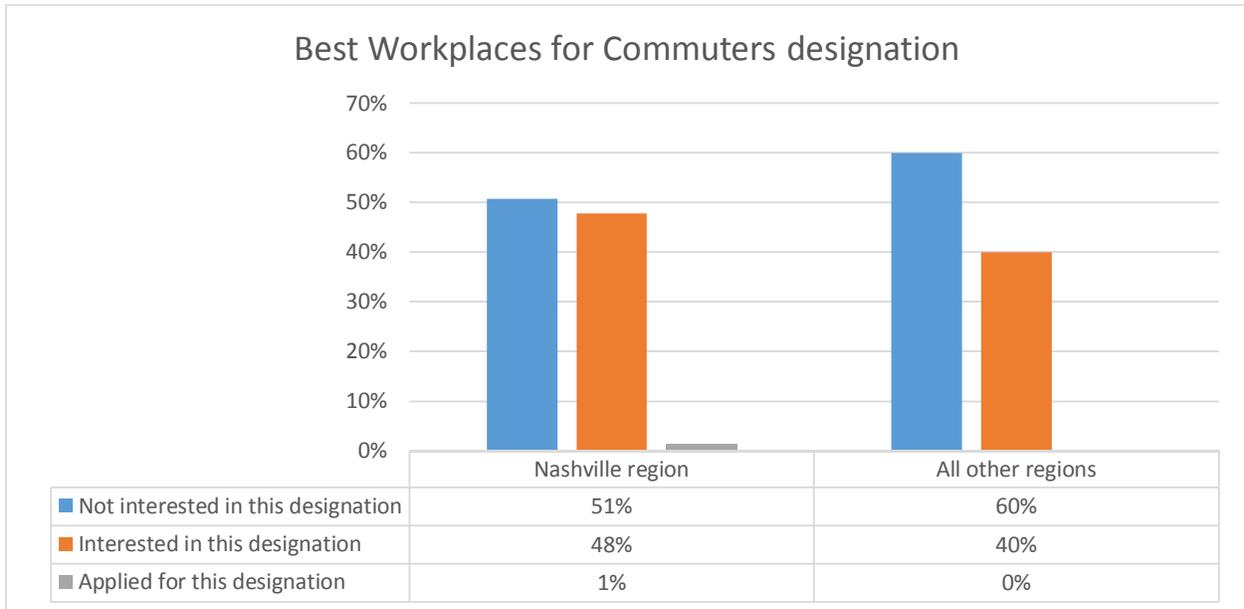
Participation in a third party organization

Thirty-eight percent of respondents from the Nashville region said that they would be interested in participating/receiving services from an organization that provides transportation services compared to 24% of respondents from all other regions. Only 6% of respondents said they currently work with a TDM services provider. However, a subsequent question, discussed below, listed specific TDM programs and asked respondents if they had worked with the programs in the past. Approximately 25% of respondents said they had worked with a listed TDM program in the past. This discrepancy indicates that respondents may not be familiar with all the services currently offered by the various TDM programs throughout the state.

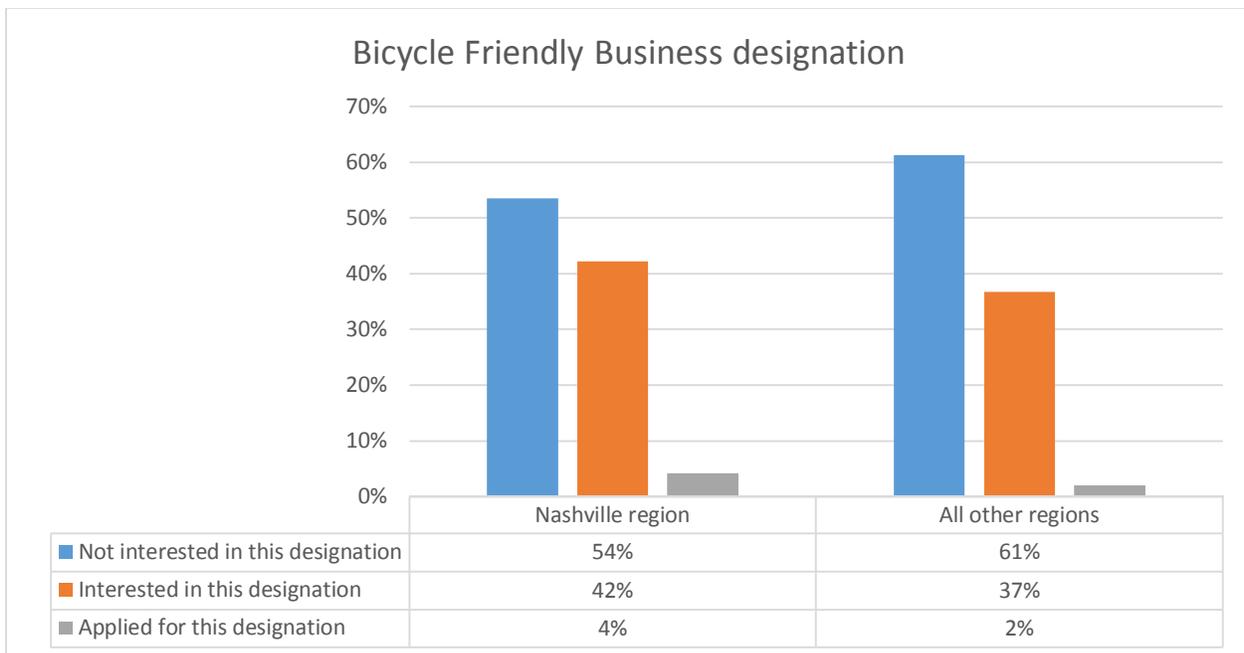


Best Workplaces for Commuters and Bike Friendly Business recognition

Respondents were asked about their interest in obtaining Best Workplaces for Commuters recognition, which is a designation that indicates an employer provides multiple programs to help their employees commute and drive less. Forty-eight percent of respondents from the Nashville region were interested in this designation, compared to 40% of all other regions.



Employers were also asked about their interest in obtaining a Bike Friendly Business designation. Interest rates were similar to those seen for Best Workplaces for Commuters.



Familiarity with transportation organizations

Generally, respondents from all other regions were more familiar with the transportation organizations lists, when compared to Nashville region respondents.

Organization	GreenTrips	SmartTrips	Memphis Area Rideshare	RTA Rideshare/ Easy Ride	TMA Group	VanStar
Region	Chattanooga	Knoxville	Memphis	Nashville	Nashville	Nashville
1 = Not at all familiar	4		11	29	34	36
2	1		3	11	10	7
3	1	2	6	17	4	9
4	2	1	2	5	9	10
5 = Very familiar	4	2		9	14	9

Working with transportation organizations

Generally, respondents from all other regions have worked with the transportation organizations in the past, when compared to Nashville region respondents.

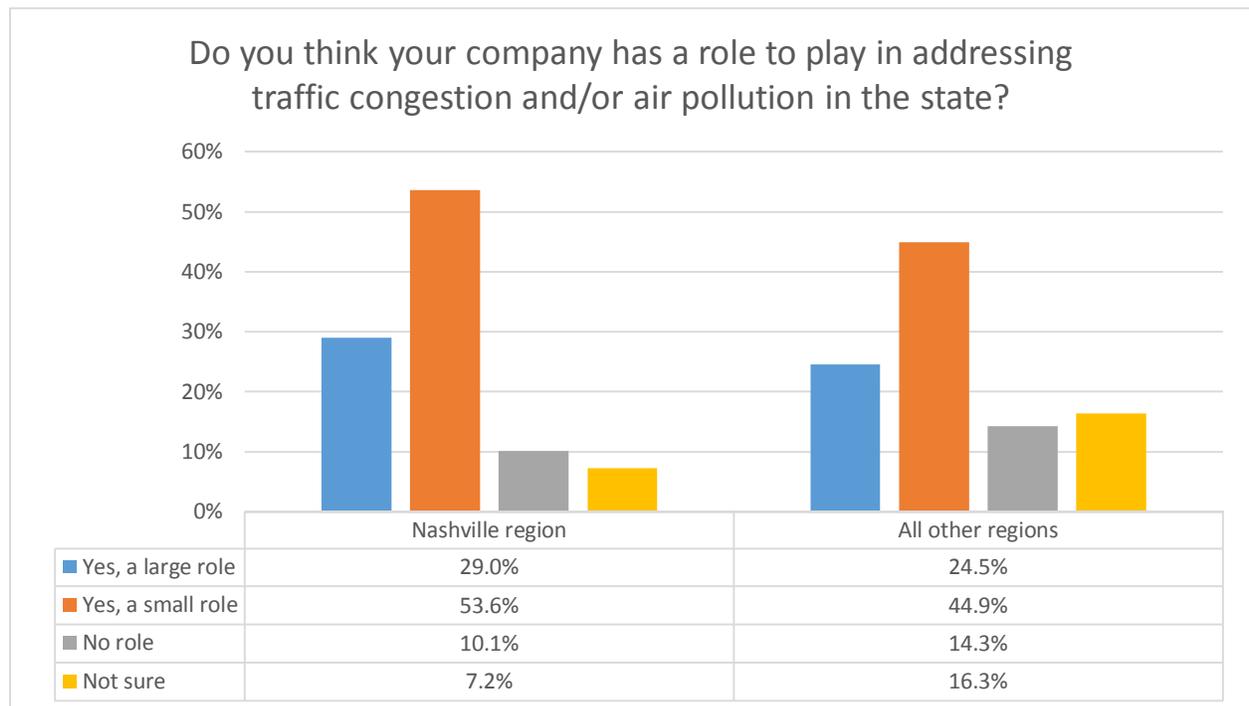
Organization	GreenTrips	SmartTrips	Memphis Area Rideshare	RTA Rideshare/ Easy Ride	TMA Group	VanStar
Region	Chattanooga	Knoxville	Memphis	Nashville	Nashville	Nashville
Yes, worked with them a lot	5	1		5	9	7
Yes, worked with them a little	1	1	1	7	10	4
Have not worked wth them	4	3	17	47	39	49
Not sure	2		4	12	13	11

3.6 Environmental and transportation roles

Respondents were asked a series of questions to understand what role their organization sees for itself in terms of sustainability and addressing traffic congestion. Respondents were first asked whether their companies have environmental management or sustainability plans. Fewer than half of respondents said their organizations have a sustainability plan. Of those who do have such a plan, 63% include goals to reduce emissions such as greenhouse gases.

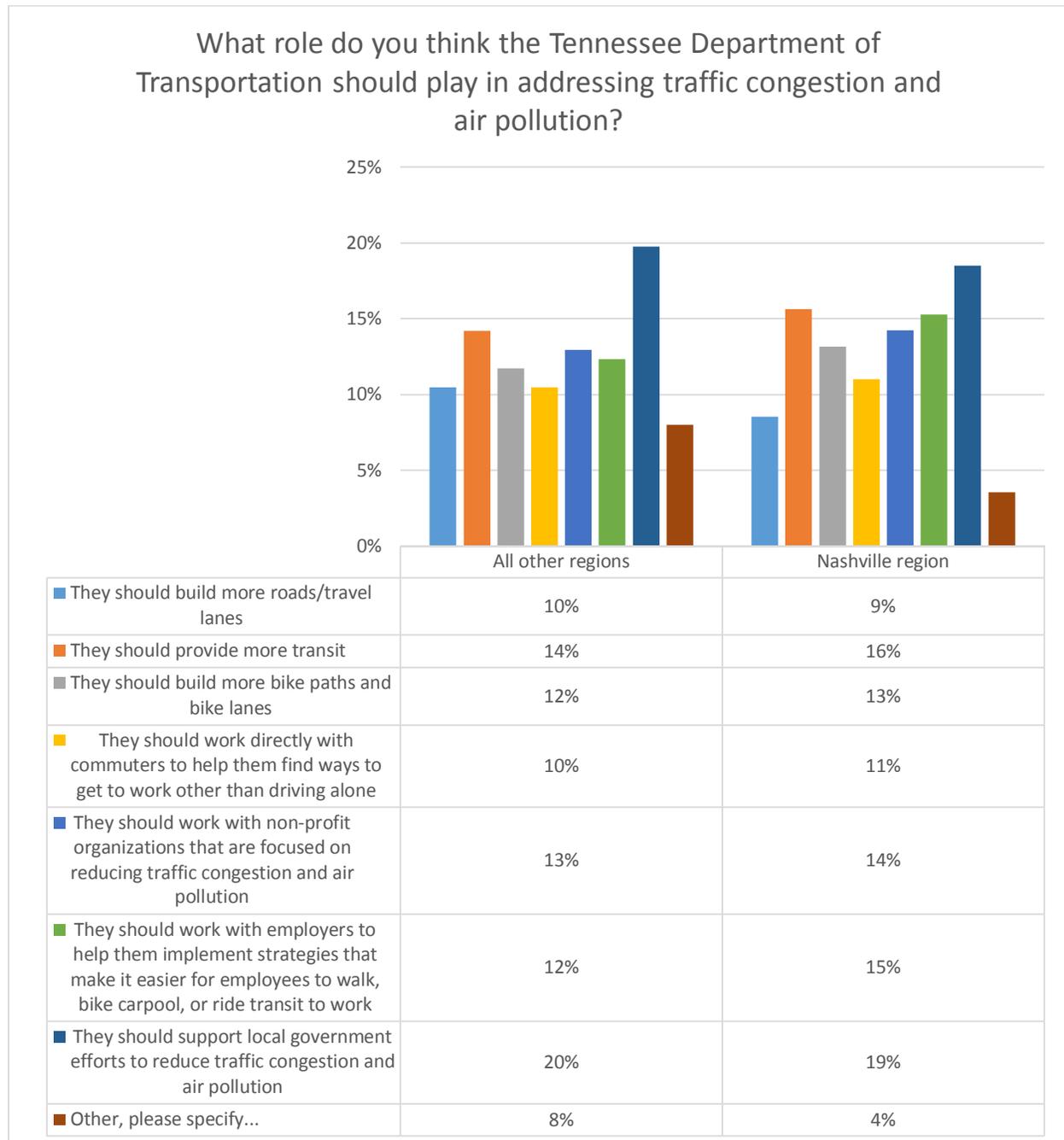


Respondents were also asked if they thought their organization has a role to play in addressing traffic congestion and air pollution in the state. A majority felt their organization does have a role to play.



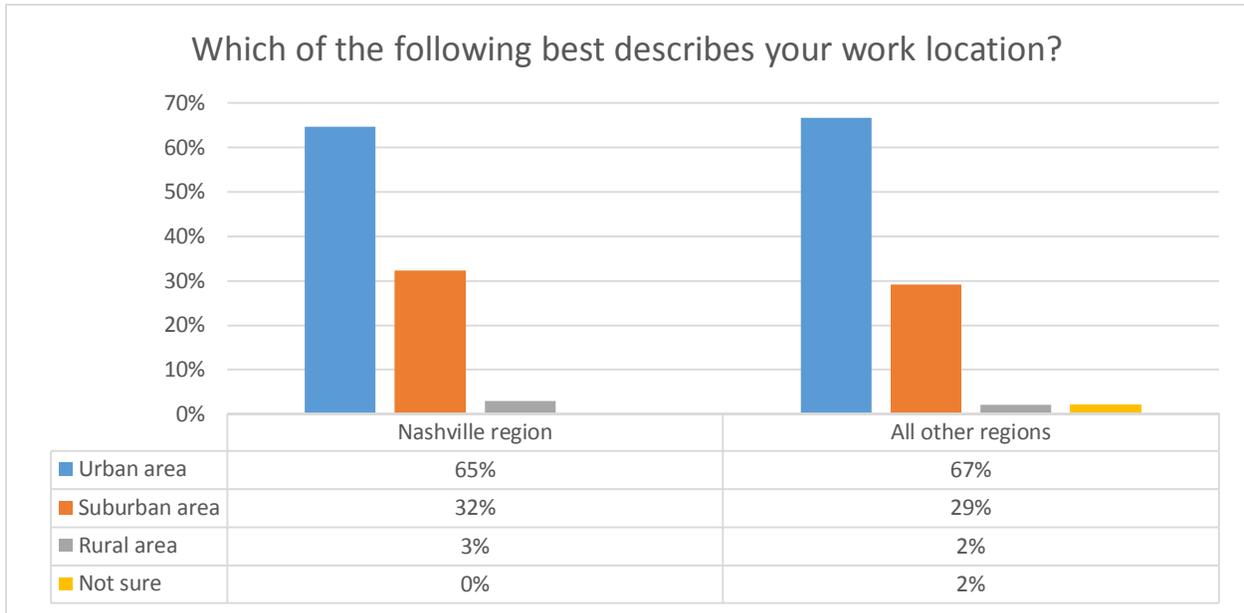
Respondents who said their organization did not have a role to play in addressing traffic congestion and/or air pollution were asked why they felt that way. The most typical response was that the “issues are not central to our business.”

When asked what role the Tennessee Department of Transportation should play in addressing traffic congestion and air pollution, the most chosen response from both the Nashville region and all other regions was, “they should support local government efforts to reduce traffic congestion and air pollution.”



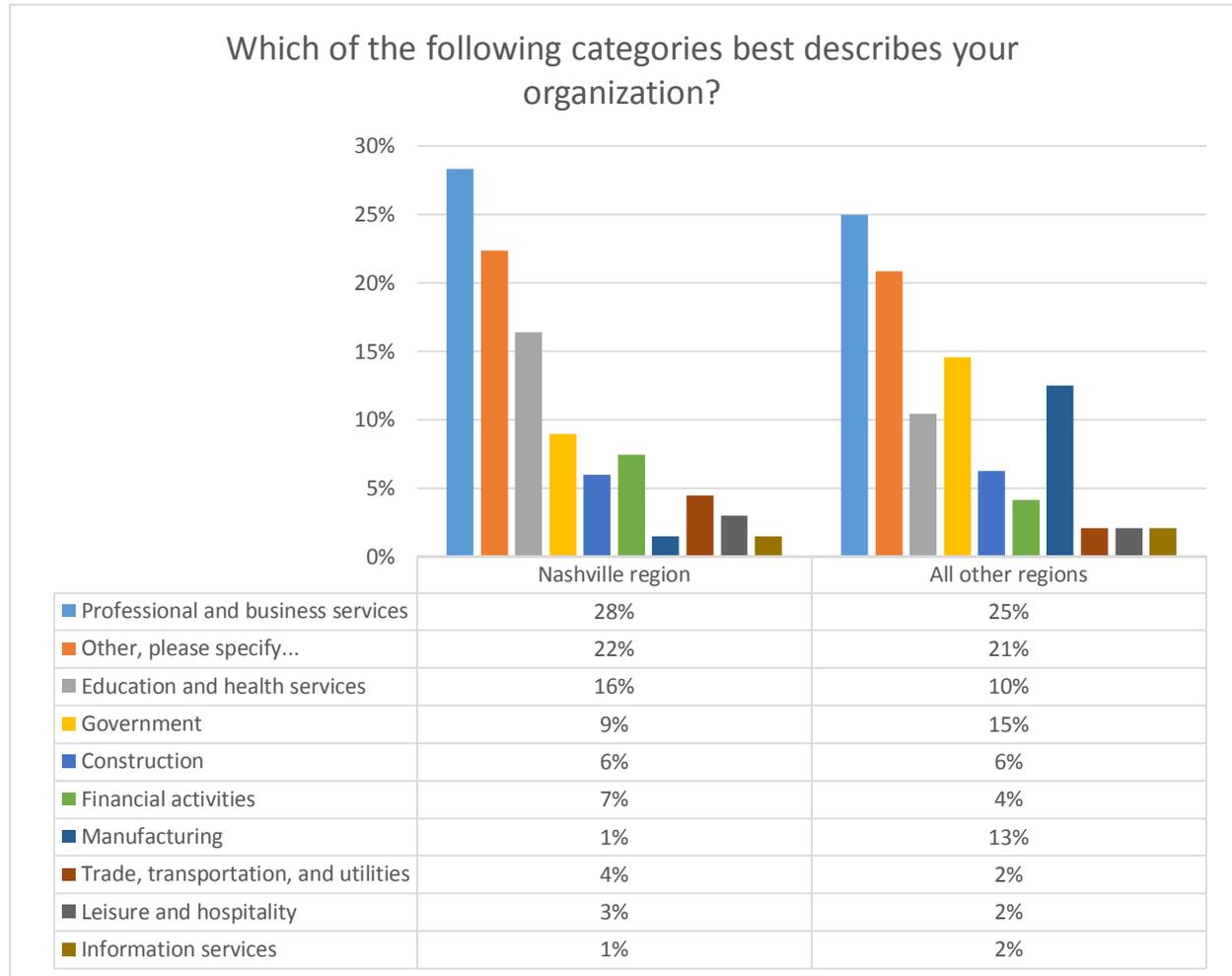
3.7 Business demographics

Respondents were asked to describe the location where their organization is located. Respondents were most likely to be located in an urban area and little variation existed between respondents from the Nashville area and all other areas.

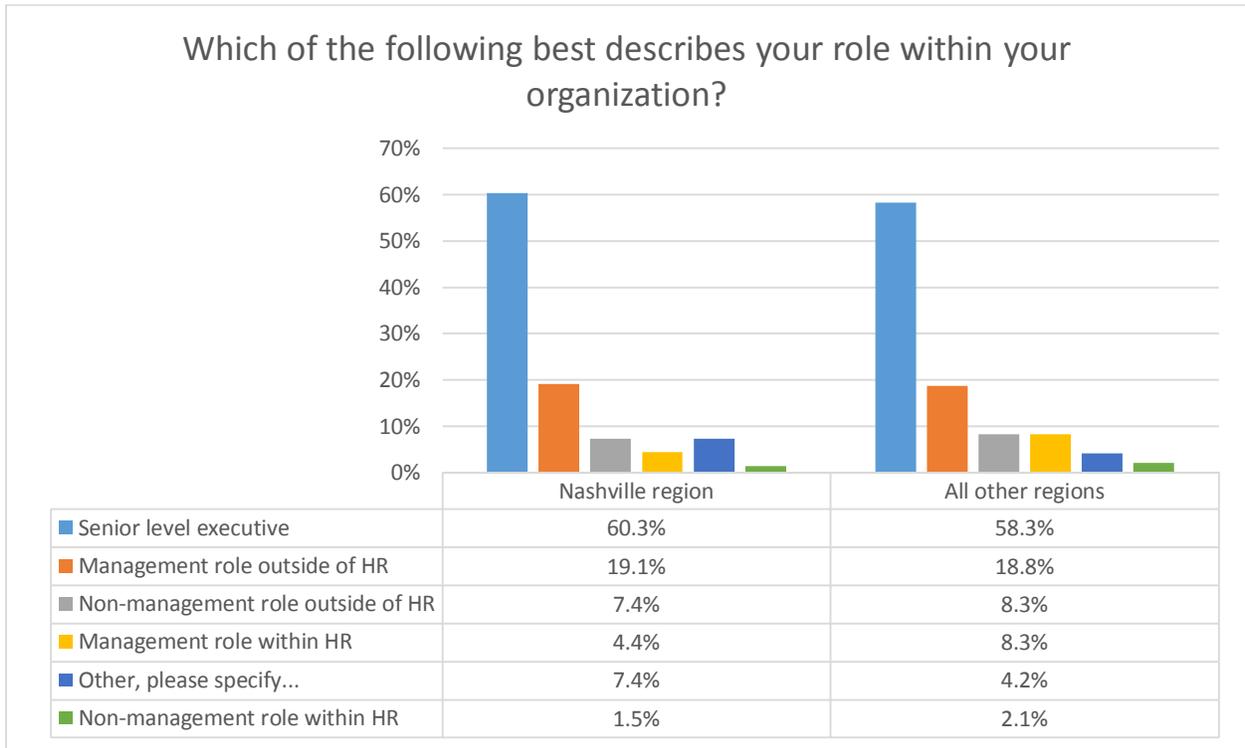


Respondents were asked to report the approximate number of employees working at their work location. The average was 494 and the median was 68. The total number of employees across the various surveyed organizations was approximately 55,000.

Respondents were also presented with a list of categories and asked to select the one that best described their organization. Professional and business services was the most common category. Of the individuals who selected “other,” approximately 57% reported a category that would fall within professional and business services, 20% reported health care, 20% reported non-profit and approximately 10% reported transportation,



Respondents were asked to report their role within their organizations. Most respondents from both the Nashville region and all other regions identified themselves as a “senior level executive”.



4.0 Factors affecting interest in TDM programs

An analysis was conducted to try to determine what factors about an organization affect its interest, or lack of interest, in TDM programs. To conduct this analysis, each organization was assigned an “interest score.” The score was created based on responses to the question in which respondents were presented with a list of TDM programs and asked whether their business offered the program, would be interested in offering the program, or had no interest in the program. The more programs an organization offers or is interested in offering, the higher its interest score. A statistical analysis was then conducted to determine what organizational characteristics were correlated to the interest score. It was found that the following characteristics make an organization more likely to be interested in participating in TDM programs or implemented TDM strategies:

- Interest in obtaining a bicycle friendly business designation
- Inadequate parking for visitors/customers
- Inadequate parking for staff
- Offsite parking for employees
- Increasing or likely to increase staffing
- Have a bus route within a 5-minute walk of the work place

Most of the above characteristics were expected to be associated with an interest in TDM programs; however, this analysis provides a mathematical verification. When recruiting employers to participate in TDM programs, it would make sense to pursue those with the characteristics listed above.

APPENDIX A – ‘Other’ responses

Below is a list of transportation services that could be offered to your organization by a third party. Please select the services you think would benefit your organization. (Check all that apply.) [Other, please specify...] [text]
bus route to north Brentwood would help
Direct-to-midtown RTA buses, similar to previous Clarksville (Jarmon) contract/TDOT
Employees also need assistance in getting children to daycare
fund private point to point delivery options with federal transit dollars
Hytch is the answer.
We can do them on our own as we decide to do them

Why do you believe your company does not have a role to play in addressing traffic congestion and air pollution? (Check all that apply.) [Other, please specify...] [text]
I have one employee who drive one mile to work.
We are a small company -- 7 employees
We are a small company and many of the questions asked are n/a for us.
We are creating the problem due to the frequency of customers to our business.

What role do you think the Tennessee Department of Transportation should play in addressing traffic congestion and air pollution? [Other, please specify...] [text]
Actively and daily enforce HOV lanes
Build a north-south bypass like orig. SR840. Divert trucks and other passtrhrough t.
Eliminate the policies and time it takes to implement programs and have more transit and raods
Finish Mack Hatcher!
Help with college traffic.
Keep system clean, safe and inviting for end customers.
Lead partnerships with employers and communities to fund mass transit.
More bus routes and more times available, including available for night shift employees
Neighborhood safety is a very real concern for cyclist.
provide an efficient commuter train system

provide better mass transportation for commuters
Reward employers who are proactive in helping to reduce pollution, and congestion? Peer pressure always works.
Support Hytch and let people figure it out like they do with uber and lyft.
Taxation is theft.
TDOT needs to be the leader in pushing light rail in the medians of I-24 and I-65 in Middle TN.
The should provide more funding for implementing traffic flow improvements such as signal coordination projects, ITS, and Integrated Corridor management.
They should employ more intelligent traffic management strategies such as not removing lanes from heavily traveled roads, and better understand traffic patterns and how proximity of traffic signals inversely affects the ability for traffic to be free flowing. My business is located in an area with poorly configured roadways. Likely there is adequate roadway capacity if it were managed properly, lane patterns made sense, etc. there are congested lanes and late merging next to free flowing lanes, and closely spaced traffic lights that do not clear all waiting traffic.
They should get THP to enforce HOV lanes
They should repair the existing roadways
They should work to influence politics of land planning/land uses which influence sprawl; they should retract the policies of building ever wider roads and right of ways, they should remediate the negative impact of bypasses around small towns; they should reduce the amount of clear cut area along highways
they should work with private point to point transportation providers to implement public/private partnerships
We are an organization of professionals that work on average 45+ hours per week and set our own schedules. Most live outside of Davidson Co., with a majority living in the Franklin/Spring Hill/Columbia and Murf/Smyrna areas. A reliable mass transit (train) option would significantly reduce congestion for our employees. Ridesharing isn't an option - feedback we have received related to the inconvenience, not being able to get the 20-30 miles home in emergency and the commute being longer than if they drove themselves due to not having an option that dropped you off at our building.
Work with local and regional agencies (MPO, RTA, etc.) to develop a long term transit solution.

Which of the following best describes your role within your organization? [other]

Attorney
Broker
Management marketing
Natural resources and mining
Owner
Owner
Sole Proprietor

Which of the following categories best describes your organization? [other]
Church
Consulting
Distribution
Diversified
engineering
Health Care Facilities
Healthcare
Healthcare (hospital)
High Tech
Housing - real estate
Insurance
Marketing
Media
Non profit
Non skilled medical
Nonprofit
nonprofit
Real estate
Real Estate

Real Estate
Retail art gallery
retirement community
Services provider
Technology, Software as a Service
Transportation/Aviation

APPENDIX B – Survey Instrument

This survey has multiple questions about your work location. If your company has multiple locations, please tell us about the location where you work unless otherwise noted.

Your answers are confidential and none of your responses will be linked to your company or yourself in any public materials.

0. Which of the following best describes parking at your worksite?
 - Onsite parking is available to employees (parking is within or adjacent to the building)
 - Most or all employees must park offsite (parking is separated from the building by a road or other barrier) → Skip to Q2

1. Which of the following best describes the availability of parking at your worksite?
 - Adequate (no parking shortages)
 - Somewhat adequate (occasional parking shortages or other difficulties)
 - Not adequate (parking shortages and/or other difficulties are common)

2. Are employees at your worksite provided with free parking?
 - Yes – All employees receive free parking
 - Yes – Some employees receive free parking
 - No employees receive free parking
 - Not sure

3. Is there a bus route within a 5-minute walk of your work place?
 - Yes
 - No
 - Not sure

4. Is your work place located near a freeway or highway that has an HOV/carpool lane?
 - Yes
 - No
 - Not sure

5. How are work schedules arranged at your work place?
 - Employee arrival and departure times are set by their managers
 - Employees can shift their arrival and departure times with prior approval
 - Employees can shift their arrival and departure times at their discretion

6. What time does the majority of your staff arrive at work?
 - Before 6:00 a.m.
 - 6:00 a.m. to 6:59 a.m.
 - 7:00 a.m. to 7:59 a.m.
 - 8:00 a.m. to 9:00 a.m.
 - After 9:00 a.m.
 - Schedules vary significantly

7. What time does the majority of your staff leave work?

- Before 4:00 p.m.
- 4:00 to 4:59 p.m.
- 5:00 to 6:00 p.m.
- After 6:00 p.m.
- Schedules vary significantly

8. Approximately what percentage of your employees have access to the internet for at least a portion of their workday?

- Less than 50%
- 50% to 69%
- 70% to 89%
- 90% or more

9. Use the scale provided to rank the quality of the listed transportation items at **Your Worksite**

	1 = Poor	2	3	4	5 = Good	Not Sure/ Not Applicable
Availability of bike routes	<input type="checkbox"/>					
Availability of showers and/or changing facilities for bicyclists and other employees	<input type="checkbox"/>					
Availability of secure bike parking	<input type="checkbox"/>					
Availability of visitor/customer parking	<input type="checkbox"/>					
Availability of transit service	<input type="checkbox"/>					
Ability of visitors and customers to access your work site	<input type="checkbox"/>					

10. In net, does the transportation system (roads, congestion, transit service, etc.) positively or negatively affect the following elements of your organization?

	Positively	Neutral	Negatively	Not Applicable
Employee recruitment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Goods movement and package delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Company sales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost of receiving or sending goods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee turnover	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. Below is a list of transportation programs that some organizations offer to employees. Please tell us if your organization offers these programs, would be interested in doing so or is unlikely to do so.

	Offer this Program	Would Consider Offering this Program	Uninterested in Offering this Program	Not sure/Need more information
Carpool matching assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Free transit passes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discounted transit passes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On-site transit pass sales/distribution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bicycle parking lockers/racks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shower facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Telework options	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible shift start and end times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compressed work weeks (40 hrs in 4 days, 80 hrs in 9 days, 36 hrs in 3 days)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency rides home for employees who do not drive to work alone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A staff person assigned to assist with employee commute issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rewards/incentives for employees who do not drive to work alone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preferred parking options (spaces near entrances, covered, etc.) for employees who carpool to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A vehicle on site that employees can use to attend meetings and/or run errands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. Below is a list of transportation services that could be offered to your organization by a third party. Please select the services you think would benefit your organization. (Check all that apply.)

- Assistance to help employees form carpools
- Assistance to help employees form vanpools (multiple employees ride in a 7-15 person van owned by a third party and each pays a monthly fare)
- Assistance to help employees understand their transit options and how to ride transit
- Bicycle education to help employees know how to ride a bike safely
- Health campaigns to help employees be more physically active
- Transit pass sales at your worksite
- Assistance developing parking policies to increase the availability of parking spaces
- Incentive programs that allow employees to earn prizes when they don't drive alone to work
- Actions to improve the long-term environmental sustainability of your organization and community

- A program that provides employees who do not drive to work with a free taxi ride home if an emergency comes up and they need to leave work early
- Assistance with the development and implementation of a telework program
- Assistance with the development and implementation of alternative work schedule programs (includes compressed work weeks, flex time, or staggered schedules)
- Other _____
- None of these services would help my organization

13. Would your organization be interested in participating in and/or receiving services from an organization that works to provide the programs listed in the above question?

- Yes
- No
- Not sure

14. Has your business applied for or would it be interested in any of the following programs?

	Applied for this Designation	Interested in this Designation	Not Interested in this Designation
Best Workplaces for Commuters (recognizes your company as having great programs to help your employees with their commutes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bike Friendly Business (recognizes your business as having great programs for bike commuters)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14A. Is there is another workplace designation your organization has or is interested in receiving, please tell us about it. _____

15. Is your work site located in any of the following metropolitan areas?

- Chattanooga region
- Clarksville region → Skip to 18
- Knoxville region
- Memphis region
- Nashville region
- None of these areas → Skip to 18

16. Using the scale below, how familiar are you with the _____ program? It provides support to businesses and employees to help employees find ways to work other than driving alone.

- 1 = Not at all familiar
- 2
- 3
- 4
- 5 = Very familiar

17. Has your organization worked with _____ in the past?

- Yes, we have worked with them **a lot**
- Yes, we have worked with them **a little**
- No, we have not worked with them

18. Does your organization have an environmental management/sustainability plan?

- Yes
- No → Skip to 20
- Not sure → Skip to 20

19. Does your environmental management/sustainability plan include a goal to reduce emissions such as greenhouse gases?

- Yes
- No
- Not sure

20. Do you think your company has a role to play in addressing traffic congestion and air pollution in the state?

- Yes, a large role → Skip to 22
- Yes, a small role → Skip to 22
- No role

21. Why do you believe your company does not have a role to play in addressing traffic congestion and air pollution? (Check all that apply.)

- Our efforts would not make a difference
- Traffic congestion is not an issue in our community
- Air pollution is not an issue in our community
- Government is responsible for addressing congestion
- Government is responsible for addressing air pollution
- Reducing congestion and air pollution requires new roads
- These issues are not central to our business
- Reducing congestion and air pollution requires more transit service
- Reducing congestion and air pollution requires land use changes
- Businesses that cause congestion and air pollution should be responsible for addressing the problems
- Other _____

22. What role do you think the Tennessee Department of Transportation should play in addressing traffic congestion and air pollution? (Check all that apply.)

- They should build more roads/travel lanes
- They should provide more transit
- They should build more bike paths and bike lanes
- They should work directly with commuters to help them find ways to get to work other than driving alone
- They should work with non-profit organizations that are focused on reducing traffic congestion and air pollution
- They should work with employers to help them implement strategies that make it easier for employees to walk, bike, carpool, or ride transit to work
- They should support local government efforts to reduce traffic congestion and air pollution
- Other _____
- They have no role to play in addressing traffic congestion
- They have no role to play in addressing air pollution

- Not sure

23. Which of the following best describes your role within your organization?

- Senior level executive
- Management role **within** HR
- Non-management role **within** HR
- Management role **outside** of HR
- Non-management role **outside** of HR
- Other _____

24. Which of the following categories best describes your organization?

- Construction
- Education and health services
- Financial activities
- Information services
- Leisure and hospitality
- Manufacturing
- Natural resources and mining
- Professional and business service
- Trade, transportation, and utilities
- Government
- Other _____

25. Which of the following best describes your work location?

- Suburban office park
- Large shopping center/mall
- "Strip mall"
- Downtown
- Rural area
- Industrial park
- Other _____

26. Does your organization have any additional locations in Tennessee besides the one where you are employed?

- Yes → Answer 26B
- No → Answer 26A

26A. Approximately how many individuals are employed at your worksite? Include full-time, part-time, shift-workers, and contractors. _____

26B. Use the following table to tell us how many employees work at your other work sites within Tennessee. If you have more than five work sites, please report the five largest by employee count. Include full-time, part-time, shift workers, and contractors.

	City	Employee Count
Location 1		
Location 2		
Location 3		
Location 4		

26C. How do employee transportation benefits and parking policies vary across your worksites?
(Check all that apply)

- Transportation benefits **do not** vary from site to site
- Transportation benefits vary from site to site
- Employees receive free parking at some sites but not at others

27. In what ZIP code is your worksite located? _____

28. Is your place of work currently or in the near future increasing or reducing its workforce?

- Increasing the number of employees
- Reducing the number of employees
- Staying the same
- Not sure

29. How likely is it that your organization will move in the next two years?

- 1 = Very likely
- 2
- 3
- 4
- 5 = Very unlikely

30. Please provide us with your contact information so that we can follow up with you in case we have any questions about your responses.

Name _____

Organization _____ (This will be the only mandatory field)

Phone _____

Email _____