Here below please find the results of a survey administered among the 8 private sector participants in the Manzanita Talks. The aggregated results, which are not scientific, are for information purposes only and not for distribution.

1. Is your company active in any existing Bay Area TMA?
   YES: 5
   NO: 3

   TMA activity of those responding yes:
   • Last-mile shuttles from transit centers
   • Caltrain
   • VTA light rail
   • Service worker transit subsidies
   • Carpool subsidies (Scoop, Waze)
   • Commute.org shuttles

2. Does your company offer pre-tax benefits related to transportation?
   YES: 8
   NO: 0

3. Does your company manage or offer long-haul buses or shuttles?
   YES: 7
   NO: 1

   If so, please indicate how many do you have in operation, what are the typical routes, and anything else that might benefit the discussion (anonymized responses):
• Combined fleet of 1,600 shuttles
• Both long-haul and last-mile routes service Caltrain, Ace and Amtrak
• Operating 9 in 9 Bay Area counties
• Offering contractors access to long-haul buses for $3 per trip
• Private ferry services serving Berkeley, Richmond, Benicia, Tiburon
• Sharing routes with other companies, sometimes 5+ companies at a time
• Using Tripshot as rider-facing app so that riders have real-time arrival/departure information
• Long-haul shuttles that are offered with a fee and open to the public

4. Do you offer your employees a transit subsidy or do you reimburse for transit expenses? If so, how much?
YES: 7
NO: 1
• Range of subsidy: $125 per month to $260 per month
• We reimburse 100 percent of all public transit expenses for full-time employees (we have 2,300 employees receiving reimbursement).
• We do, but only for certain offices.

5. Does your company offer Caltrain GoPasses to employees?
YES: 5
NO: 3
• One company reimburses 100 percent of public transit expenses for full-time employees, and of these 421 rode Caltrain in 2018
• Of the six companies offering GoPasses or reimbursements for GoPasses, the aggregated total is 7,186 Caltrain riders (11 percent of Caltrain’s daily riders)

6. Does your company offer free or guaranteed rides home?
YES: 6
NO: 2
• One company offers 5 rides per calendar year
• One company is flexible with permissive expense policy on late-night commutes
• One company has a public program made available in a city
• Some companies are using Lyft
• Some companies are working with Lyft to develop a program

7. Does your company subsidize vanpools?
YES: 7
NO: 1
• Over 322 vans aggregated across all respondents
• One company subsidises $130
• One company covers the entire cost including fuel and toll
• One company requires riders to pay fuel, toll, wifi
• In one company case, this is the only subsidy available to workers coming from outside the Bay Area

8. Does your company offer EV charging?
YES: 8
NO: 0
  • Most companies offer charging for free
  • Some companies are considering charging after a certain set of hours

9. Is there carshare available for your employees during the workday for errands?
YES: 5
NO: 3

10. Does your company have a bike-lease program?
YES: 4
NO: 4
  • Some companies provide bikes and e-bikes for commute purposes
  • Some companies provide bikes on their campus, rent e-bikes, and make bikes available for sale at cost
  • One company offers a free commuter bike lease to those committed to biking one day a week (either from home or first mile/last mile)
  • One company has a program launching: 10 bikes, 2 of which are e-bikes. Employees can rent for one week at a time. The same company facilitates discount bike purchases.

11. Does your corporate campus have a bike share program?
YES: 5
NO: 3
  • Aggregated, there are 2,955 bikes in use across five corporate campuses
  • One campus used to offer Lime bikes, but currently offers none

12. Do you offer one-on-one commute counseling?
YES: 6
NO: 2
  • One company said it is very challenging if the employee isn’t right on the transit line
  • One company said it is hard to scale
  • One company said it is generally handled over email
  • Typical length of a counseling session: 10 minutes (one company), 20 minutes (two companies), 1 hour (two companies).

13. Which programs are the most effective for your employees?
• 6 companies indicated shuttles
• One company: pre-tax transit subsidy, long-haul shuttles, and van pools
- One company: Shuttles, commute counseling
- One company: “It depends.”
- One company: carpooling, shuttles

### 14. Which programs are the most popular for your employees (anecdotally)?
- 6 companies indicated shuttles
- One company: EV charging, pre-tax transit subsidy, long-haul shuttles, GoPass, and guaranteed ride hom
- One company: Caltrain GoPass, bike parking, bike repair
- One company: ferries and buses; vanpoolers really love their vans

### 15. Which programs are hardest to scale?
- Three companies: Commute counseling is hardest to scale because there are 27 transit agencies
- One company: shuttles
- One company: “Everything haha.”
- One company: Vanpool’s because if you can’t contact people that live near each other you have no ability to grow the program.
- One company: “Buses are extremely expensive and because employees see them everywhere they think we can have one everywhere. They are challenging for small companies.”
- One company: Biking and vanpool
- One company: “Not all our employees live near the train so the only scalable option is Scoop and there hasn’t been much traction from other companies nearby so our employees don’t often find matches.”
- One company: “This varies greatly and unique to individual geographies.”

### 16. Where do most of your employees reside?
Seven respondents:
- San Jose, Mountain View, Sunnyvale, Santa Clara, San Francisco
- San Francisco, Oakland/Berkeley, Fremont, Pleasanton
- San Francisco, Mountain View, Sunnyvale, Fremont, San Jose, Far East bay
- Fremont, Palo Alto, Modesto
- Palo Alto, San Francisco, Menlo Park, Mountain View, Redwood City
- San Francisco, San Mateo County, East Bay growing rapidly
- “All over the San Francisco Bay Area, though we do have a large percentage that live close to work in the South Bay (<10 miles).”

### 17. Which cities are the furthest origins your employees are coming from?
Seven respondents:
- Lodi, Ripon, Stockton, Elk Grove, Tracy
- San Jose
- Past Walnut Creek, Gilroy, Santa Cruz, Marin
- Patterson, Sacramento
• Gilroy, Stockton, Sacramento
• Vacaville, Vallejo
• “It varies, but our shuttle program service area is generally bounded by stops in San Rafael, Modesto, and Santa Cruz.”

18. Approximately how many of your employees are coming to your various campuses from locations within this sub-region (Redwood City to Sunnyvale)?
Six respondents
• Aggregated total across all respondents: 6,997+
• “We have a large percentage that live within 10 miles of our Mountain View and Sunnyvale campuses.”

19. How do you communicate with employees about your programs?
7 respondents:
• Email, slack channels, digital displays, sandwich boards, posters on easels, table drops, breakroom post cards
• Email, internal communications platform, tabling events
• New hire orientation, digital slides, events, email communications
• Intranet, community blog, many Slack channels which include partners, orientation transit briefing and take away, program forwards summer Spare the Air alerts to all workers
• Email, Slack, internal wiki
• Email
• internal website, emails, newsletters, direct sms to those who sign up, google + page, new hire orientation, staff a table once per week for walk up questions 9am-3pm, dispatch center takes calls and emails, 6a-7pm daily, lunch and learns, events, townhalls.

20. Is there anything else about your program you would like to share with us?
• “Still trying to figure out how to get mode split better - employees have a million excuses why things don’t work but complain about driving and parking. Want to charge for parking but it is not within the employee culture.”
• “80 percent of our staff live in cities along the Caltrain corridor so GoPass works well for us.”