

## Local Case Study: *Raytheon*

*“We believe that our commuter benefits program is good for our business, good for the environment, and good for the employee.”*

*-- Ron Colman, Public Relations*

### **Background**

Raytheon, located in the city of Goleta in Santa Barbara County, consists of two separate business operations:

- *Raytheon Electronic Warfare Systems*
- *Raytheon Vision Systems*

These businesses are engaged in the development, design and production of state-of-the-art government and commercial electronic and electro-optical products, which include:

- *Self-protection electronic and countermeasures systems for military platforms*
- *Infrared detectors and subsystems for surveillance, target acquisition and scientific applications*

Taken together, our Goleta organizations do business in countries around the world, with annual revenues that typically exceed \$500 million. Our Goleta employee population totals more than 1,600 highly skilled, dedicated professionals.

### **Bottom Line**

- *Raytheon's commuter choice package allows Raytheon to be competitive in the work place for acquiring new talent and retaining our valuable employees*
- *Shows responsibility to the environment*
- *Allows employees to attain a work-life balance*

### **The Commuter Benefits Package**

*Raytheon has offered a commuter benefits package since 1993 in an effort to reduce air pollution and enhance work/life balance. One of the benefits of having a successful commuter benefits package is the ability to attract key talent as well as retain employees that live outside the Goleta area.*

## ***Commuter Benefits Package Highlights include:***

### ***FlexWork:***

- *Flexible start/end times*
- *Alternative work schedules (9/80, 4/10)*
- *Select telecommuting opportunities*

### ***Participation in Traffic Solutions programs:***

- *Enrollment in the Traffic Solutions Emergency Ride Home program*
- *Promotion of the Team Bike Challenge*
- *Enrollment of employees in Traffic Solutions Online*
- *Promote Traffic Solutions commuter programs in company literature*

### ***Cash incentives:***

- *High Occupancy Vehicle cash incentives: \$25 - \$50/month*
- *Preferential carpool parking*
- *Free MTD City bus passes (2/month)*
- *Secure bike parking, showers, and lockers*

## ***The Advantages of a Strong Working Relationship***

Raytheon's partnership with Traffic Solutions has benefited our employees by the wealth of information, education of programs and as a benchmark for the Corporate industry. Traffic Solutions has helped engage our employees in the benefits of commuting through annual challenges and activities.

**Learn More**

*Call 963-SAVE • [www.TrafficSolutions.com](http://www.TrafficSolutions.com)*