

EMPLOYER IDX

INDUSTRY Software Development

NO. OF EMPLOYEES 70

PERCENT OF EMPLOYEES W/ EMAIL 100

LOCATION Eugene, OR and Aliso Viejo, CA

YEARS IN EUGENE-SPRINGFIELD 14

ETC CONTACT Celeste Marshall

celeste@idxbroker.com



Program Components

- Emergency Ride Home Program
- Group Bus Pass Program
- Business Commute Challenge
- Covered and Secure Bike Parking
- On-Site Bike Repair 2x/year
- Commute Options in New Hire Onboarding
- Carpool/Bike Buddy Message Board
- Flexible Work Schedules
- Commute Incentive Program
- Wellness Program

Keys to Success

1. **Providing Incentives:** If an IDX employee declines a company-sponsored monthly parking pass, IDX donates \$20 to the McKenzie River trust and places them in a drawing for a \$25 gift card. Employees also get \$30/month to use on any wellness-related activity.
2. **Management Leadership:** IDX CEO Chad Barczak drives his electric motorcycle to work and champions the company's incentive program.
3. **Flexibility:** IDX employees are given the freedom to build their schedule around the company's 6am- 6pm hours, as long as their schedule is consistently recurring.

“We strongly believe in a work hard, play hard culture where our employees can live their best life at work and at home!”

- Celeste Marshall, ETC

