



Pictured Above: The Thermo Fisher Scientific Tour de Frederick Team.



EMPLOYER PROFILE

PROMOTING TRANSIT AND CYCLING FOR COMMUTES AND LOCAL TRIPS: THE THERMO FISHER SCIENTIFIC STORY

Thermo Fisher Scientific's mission is to enable their customers to make the world healthier, cleaner, and safer. The company has brought these values to its Frederick Campus, where it promotes transit and cycling for commutes and local trips. Shayne Boucher, a Staff Scientist at Thermo Fisher, has led some of these efforts as the Bike Coordinator at the Frederick Campus. Under his watch, the Thermo Fisher Frederick Campus was named a Gold Bicycle Friendly Business by the League of American Bicyclists. "As the company recruits new employees, Thermo Fisher Scientific is seen as a company that's trying to be more green," he said.

Sustainable transportation initiatives at Thermo Fisher Scientific's Frederick Campus have grown out of employee-led initiatives. The company encourages staff to join employee resource groups, one of which is the so-called "Green Team." "The Green Team was one of the original groups at the beginning that encouraged people to use green transportation," Boucher recalled. The group initially developed several sustainable transportation initiatives, including a campus-wide Earth Day Celebration, which started several years ago.

"Around Earth Day, the company began to making people aware of available transportation options," Boucher said. The company has held Earth Day events to highlight "several green and sustainable approaches, including do-it-yourself composting and green transportation options," he adds, and "will probably promote electric bikes in the future." The company has hosted Transit Services of Frederick County, informed employees about the Guaranteed Ride Home program, and promoted their campus-based bikeshare program at these events. To better understand ridership among its employees, the company conducted surveys and subscribed to the Love to Ride program to track and promote cycling, which helped them to achieve Gold Bicycle Friendly Business level.

Bicycling is a key initiative at the campus to promote a healthy lifestyle, improve morale, and boost the quality of life. Boucher notes that the Thermo Fisher Bikeshare program "is a benefit for employees for them to use on the site to bike from building to building, or to zip across the street for a meal at a local restaurant." Employees use an app-based program to reserve the bicycles, which feature bespoke branding, baskets, and locks. The company actively participates in Bike to Work Day and forms a team for the Tour de Frederick, a fundraising event for the local Boys and Girls Club. According to Boucher, these efforts have benefited Thermo Fisher Scientific "forging camaraderie, building relationships, providing attractive benefits for new employees and fostering an inclusive environment where employees are welcome to bring their spouses and children." They are also opportunities to grow the larger cycling community and empower would-be riders who are new to cycling in the community but may not otherwise feel comfortable riding alone.

Company leadership recognizes that providing green benefits and alternative transportation can be attractive to potential job applicants. The bike program has also provided the company with positive visibility at varying levels of government, as well as in the eyes of other technology companies that may be considering a move to Frederick. Along the way, close relationships with local bike advocates and shops, as well as committed executive champions, have helped drive the program's success.

"Bike to Work Day is a great opportunity to reach people that may not be comfortable with cycling."

-Shayne Boucher
Staff Scientist and Bike Coordinator