

Pitney Bowes Commute Options Programs

Pitney Bowes offers a variety of commute options programs and services for several reasons. These include:

- To enhance employee effectiveness and positively impact quality of life by minimizing the stress, fatigue, time and costs associated with commuting to and from work.
- To reduce fuel consumption and improve air quality for the betterment of the community and our collective futures.
- To expand the recruiting radius and increase the applicant-pool for our potential workforce. Also, by reducing commute times, employees have greater choice when selecting communities and housing. Commute time/distance can be a key factor in accepting or changing jobs.
- Reducing the number of single occupancy vehicles, particularly during peak times can reduce repair and maintenance costs of our highways and secondary roads and result in more effective use of our tax dollars.

Among our Commute Options Programs and Services are...

Shuttle Services between Metro North RR Station and our Stamford Facilities

Nearly 400 riders take advantage of the shuttle services on any given workday. (This number varies based on weather conditions and time of year.) Two shuttles operate among our three Stamford facilities making loops to the Stamford RR station about every fifteen minutes during the morning and evening rush hours, starting at 6:00 am. and running until 6:30 pm.

Pre-tax Accounts “Deduct-a-Ride”

Begun in 1999, employees were able to enroll and receive transit vouchers for the purchase of fare media or to offset van pool costs. Pitney Bowes partnered with Metropool, Inc., a non-profit commuter transportation management company based in Stamford, to develop the program. We contracted with Metropool to conduct on-site marketing, enrollment and voucher distribution. Pitney Bowes covers all administrative costs and advances voucher for the upcoming month's payroll deductions.

This program was expanded to a Web-based / IVR Nationwide Program through WageWorks in December of 2001. Enrollment broke the 1,000 employee mark in 2004. This is pre and post tax program and includes the pre-tax qualified parking benefit as well. Employees may enroll and opt out monthly.

Visitor Centers “Hoteling” at largest facilities

Visitor's centers available to employees and visitors are equipped with fax, printer, copier and secretarial services. Each cubicle has phone and computer connections. Each center also has several phone booths for confidential calling.

NuRide Network

In February of 2005, Pitney Bowes became the first company in Connecticut to launch the NuRide web based ride sharing network and continues to have the highest number of participants of any organization in the State of Connecticut. NuRide provides a convenient, flexible and free program and employees earn rewards for ride sharing. The program also provides hard data on trip reduction and emissions savings.

Commute Options Overview

Reserved/Preferred Parking for Car and Van Pools and Bicycle Racks

Our larger facilities have ECO (Employee Commute Options) spaces for car and van pool participants. Some facilities also have bicycle racks.

Initiatives Administered by Metropool

- **Ride Sharing, Carpool and Vanpool Matching**
- **Guaranteed Ride Home Program**
- **Employee Smart Commuting Awards**
- **Employee Commute Option Information Displays**
- **Commute Program Outreach and Promotion**

Additionally, employees working in our Headquarters area were surveyed to determine their commuting habits, hours and receptiveness to alternatives. As an incentive, survey respondents were entered in a drawing for prizes ranging from train and bus passes to a mountain bike.

FLEXIBILITY

Pitney Bowes has a long history of promoting workplace flexibility. Although not specifically a "Commute Option Program", creating and promoting a flexible and productive work environment often has a positive impact on commuting and traffic.

Flexible Work Arrangements

Pitney Bowes has employees working a wide range of formal and informal flexible work arrangements. These vary in availability and scope based primarily on business need. The following are among the types of flexible arrangements offered:

Flex Time	Compressed Work Weeks (4/10s and 9/80s)
Staggered Hours	Telecommuting/Teleworking (several days a week or 1-2 days/month)
Summer Hours	

Flexibility Training

It is recognized that by providing flexible work arrangements while meeting business needs, can improve employee effectiveness and productivity while address personal needs and desires. Pitney Bowes has offered in-depth Flexibility and Work/Life Balance training to managers and an abbreviated workshop version to non-management employees. The training focuses managers on results and has employees concentrate on proposing flexibility while assuring the work gets done.

More Recent Developments:

In 2003, Pitney Bowes relocated approximately 175 employees from Shelton and Stamford to Bridgeport. The Bridgeport space currently is comprised of two floors on Middle Street within a short walking distance of the MetroNorth Train Station and the Connecticut Transit Bus Terminal.

To address the needs of several hundred Global Supply Chain Management employees who's work is moving from our Stamford plant to Newtown, Pitney Bowes will provide up to one year of free vanpool service through a partnership with Metropool and Easy Streets. The same program was offered to the ESSC employees in their 2004 move from Stamford to Shelton and the PBCS group for their move from Shelton to Barry Place.

LEADERSHIP & RECOGNITION

Pitney Bowes is a long-standing recognized leader in commuter services and traffic reduction particularly near the company's headquarters in Stamford and throughout Connecticut where about 20% of their US employees live and work. Among other services, Pitney Bowes has offered free shuttle service for employees between its facilities and the Stamford MetroNorth Train Station for nearly 10 years. The Company was also the first corporation in the area to offer the "Deduct-a-Ride" pre-tax commute account program in 1999. Pitney Bowes' program, developed in partnership with Metropool, served as the model for a statewide employer training program.

Chairman and CEO Michael J Critelli, has held several key leadership positions associated with transportation and commuting. Appointed by Moira Lyons, Speaker of the State House of Representatives, Mr. Critelli co-chaired the September 2000 Statewide Transportation Summit, was a member of the interim Transportation Strategy Board and until recently served on the permanent Connecticut Transportation Strategy Board. As early as 1991, Mr. Critelli, chaired a legislative task force that was responsible for developing the statewide Employee Commute Options Program for Connecticut.

Pitney Bowes has provided Leadership Circle financial support to Metropool, a non-profit organization whose mission is to improve the quality of individual's commute in Fairfield County, CT and the Hudson Valley region of New York by promoting alternatives to driving alone to work. Metropool was established in 1988 and Pitney Bowes has been represented on their Board of Directors since the mid 90's.

Over the past several years, Ed Houghton Director Workforce Effectiveness has actively promoted traffic reduction programs, flexibility and corporate responsibility throughout the region at local chambers of commerce and business council meetings and at several national conferences. Mr. Houghton is an active member and currently serves as Chairman of the Board of Metropool's Board of Directors, providing the staff of Metropool with considerable guidance, input and support on a variety of employer and commuter focused programs.

In addition to the numerous environmental awards received by Pitney Bowes through the years, Mr. Houghton was named the first recipient of Metropool's Commuter Champion Award in 2000. He also received an Excellence in Transportation Leadership Award – Honorable Mention Award in 2001 from the Association of Commuter Transportation. Mr. Houghton was appointed in August 2001 to the Coastal Corridor Transportation Investment Area Board as the private representative from the Valley Regional Planning Agency.

In 2000, Pitney Bowes was one of only five Fortune 500 Companies invited to apply for charter membership of the Environmental Protection Agency's Commuter Choice Leadership Initiative group. Mr. Houghton actively worked with EPA staff on developing the Leadership standards, which have since been adopted for qualification for membership. In 2004 Pitney Bowes was one of 68 companies named to the newly instituted Fortune Best Workplaces for Commuters list.

Pitney Bowes has been featured in numerous articles and print stories on commuter related issues. One of three Companies included in a Telecommute Connecticut video in 1999, Pitney Bowes's flexibility initiatives are well known. In January of 2003, ABC TV New York did a featured story on Pitney Bowes' Telework and related efforts.