



goDCgo EMPLOYER SERVICES SUCCESS STORY

Creating work-life balance with a telework program.

TCG delivers positively distinct IT and management consulting for government agencies and organizations working to make a better place to live; today and in the future. As part of this commitment, TCG has adopted a telecommute-first model since 1994.

WHY OFFER TELEWORK?

Telework is an innovative business and commuting solution that enables employees to perform their business duties outside the traditional office. With the average DC-commute time increased from 36 to 39 minutes in the past three years, telework and “compressed work week” programs allow employees to work from home or fit their work hours into fewer days, meaning less time commuting and a better work-life balance.

GETTING STARTED

For TCG President Dan Turner, founding a company prominently supporting telework was a happy accident. When Turner received an NIH contract, he knew professionals to perform the job, but they lived all over the U.S. Under his leadership, he established TCG with top talent, regardless of their zip code, who work remotely.

New employees have their first day at TCG’s DC headquarters where they’re provided with hardware, software and a VoIP (voice over IP) telephone, which creates a virtual office phone system. The phone system is accessible via an Internet connection, linking colleagues world-wide with a simple handset.

Telecommuters are reimbursed for their Internet service provider bill, which has spurred adoption of high bandwidth connectivity throughout the company.

An increasingly popular option for many organizations, telework programs relieve more than 20% of DC-area employees of their commutes.



POSITIVELY DISTINCT

INDUSTRY

Information Technology
and Management Consulting

COMPANY SIZE

130 employees

PROGRAM BENEFITS

Retain a high employee
satisfaction rate

Promote a work-life balance

Maintain flexibility

IMPACT ON EMPLOYEES

TCG's investment in telecommuting has increased employee satisfaction and greatly helped provide employees a work-life balance.

"As a professional mom of three boys, it has been my dream to work from home. TCG has given me that opportunity! I have a very fulfilling job that I truly love. That coupled with working from home and being available to my family is literally a dream come true," states TCG employee Debbie Buchanan.

"Working from home gives me the flexibility to plan my day around the projects I'm working on and balance that with my personal responsibilities," says Monelle Williams, TCG Marketing and Communications Specialist. "The time I would have spent getting ready for the workday and sitting in traffic can now be used to prepare a healthy breakfast in the morning or go for a jog during my break."



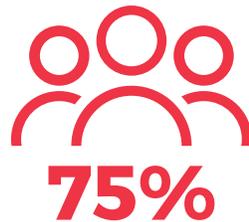
IS TELEWORK RIGHT FOR YOUR BUSINESS?

- **Consider Infrastructure.**
Telework is unique to every organization's hardware and software systems.
- **Create a policy.**
Good communication is the essential element for success.
- **If you haven't done it before, start slow.**
Need a telework application to get started? We've got you covered! goDCgo will provide you a detailed template to make the process easier for you and your employees.
- **Build a culture of trust.**
Remember to maintain an adaptive, connected culture to build trust with employees.

Since 97% of TCG staff live in the DC metro area, their telework model is keeping a lot of cars off of the road, conserving approximately 42,000 gallons of fuel each year!

Peter Fedders, TCG's VP of Employee Happiness, tracks the effectiveness of the company's benefits and how often employees use them. Telework employees commonly report:

- Increased productivity due to uninterrupted time to plan their work.
- Reduced tension levels by eliminating the commute.
- Improved quality of life due to time saved not commuting.



OF TCG WORKFORCE
TELECOMMUTES
FULL-TIME OR AT LEAST
ONE DAY PER WEEK

LOOKING AHEAD

TCG recognizes that recruiting people with unique skill sets is much easier when you are not limited by geography. This year, the company is seeking to further grow their team by nearly 30 new employees—working remotely or onsite.



Let us help you initiate or enhance your company's commuter benefits program.

Contact us at **202.299.2186** or **info@goDCgo.com**.