

# HOMEWORD

At Homeword, our commitment to sustainability includes actively supporting and encouraging sustainable commuting for all employees. Team members regularly carpool, walk, bike, and sometimes ride the bus to work, and we provide covered bike parking to make active transportation easier. As a Zero-Fare Partner with Mountain Line, we help increase transit ridership and contribute to a more livable and prosperous Missoula by reducing barriers to transit, easing vehicle congestion, and improving air quality.

Each year, our team enthusiastically competes in Missoula in Motion's annual Commuter Challenge. We also sponsor activities for Sunday Streets Missoula—an event that invites people of all ages and abilities to be active, support local businesses, and reimagine how our streets can support a more connected, multimodal community. Over the years, our efforts have been recognized with the City of Missoula/Missoula in Motion Transportation Best Practices Award (2016, 2015, 2013, and 2005) and Commuter Challenge wins for our employer size in 2021 and 2020.

Work-life balance is deeply embedded in Homeword's culture. Flexible schedules, hybrid and remote work options, and a dog-friendly office help employees maintain sustainable, healthy lifestyles and balance their personal and professional lives.

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It's common for staff to carpool, walk, or bike to meetings—and to bring their dogs to the office, avoiding extra mid-day trips.

Our wellness program and internal sustainability efforts also include fun incentives, such as last year's smoothie bar during the Commuter Challenge, to encourage participation and celebrate sustainable habits. We provide monthly safety trainings at weekly staff check-ins, often tailored to the season and have recently offered one on bike helmet safety. Many of our staff were shocked to find out bike helmets expire!

Homeword's mission is to “strengthen Montana communities,” and that mission guides every aspect of our work—from how we serve the community to how we commute each day.





Homeword is located conveniently off the Riverfront Trail, easily accessible for people biking, walking, and rolling.



Homeword worked with Missoula In Motion to have a bike pump installed on the River trail near their office, for both employees and trail users to access.



Homeword has created an environment that encourages employees to carpool, walk, bike; including providing covered bike parking.