



DJ&A is a leading example of an employer dedicated to encouraging sustainable commuting among staff. They have been actively promoting sustainable commute options for 10 years. Most notably, their Alternative Transportation Program is a commuter incentive program that provides up to \$45/month to employees according to how many alternative commutes they log (excluding remote work). Their sustainability committee and other employees have been very involved with Missoula in Motion's Commuter Challenge each spring and leading up to the challenge they invite MIM staff to present to staff. Supported by Missoula In Motion and the materials provided to them during the Commuter Challenge, they provide resources for employees interested in commuting more sustainable. They find that people are often surprised by how easy it can be to commute sustainably, whether it be carpooling, biking, or taking the bus. This year they organized a "bike tour" of Missoula for their cohort of interns, during which a group of about 15 employees rode our bikes around town to see a subset of projects in the community worked on by DJ&A. They also have protected bike storage in the building as well as outdoor bike racks. DJ&A also allows for flexible hours and remote work, reducing the total number of people on the road during peak traffic hours.

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DJ&A employees experience significant challenges when it comes to opting to leave their vehicles at home. The location of their office, between North Russell and West Broadway, can be tough to access via bike or foot due to the high speeds and narrow, unprotected shoulder on West Broadway. During the workday, many employees are required to use vehicles and sometimes even a truck to conduct site visits or field work posing another challenge to sustainable commuting. To address this issue, DJ&A promotes carpooling whenever possible and using the most fuel-efficient vehicle available that also meets the needs of the job.

DJ&A's commitment to sustainable transportation also extends to the organization's work in the community helping to build infrastructure that improves our sustainable transportation network. Current projects they are involved in include the Downtown Safety, Access, and Mobility (SAM) Project, and designing new multi-use trails in Missoula (Flynn Lane and Mullan Rd) and on the Flathead Indian Reservation (along US-93 between St. Ignatius and Ronan). Their transportation planners continue to develop innovative ways to create accessible multimodal transportation options to help connect communities.

1.



1. DJ&A office located on Maple Street in the westside neighborhood

2.



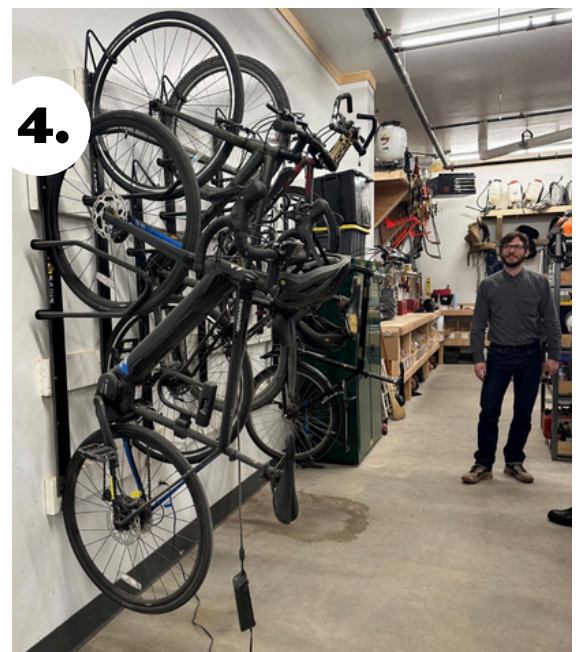
2. Staff participate in transportation presentations, put on by the MIM team

3.



3. Staff take a bike ride to the University to see the new Montana Museum of Art and Culture

4.



4. Indoor bicycle parking garage available to all staff