

EMPLOYER Mountain Rose Herbs

INDUSTRY Natural Foods Manufacturing & Distribution

NO. OF EMPLOYEES 210

PERCENT OF EMPLOYEES W/ EMAIL 65

LOCATION Eugene, OR

YEARS IN EUGENE-SPRINGFIELD 8

ETC CONTACT Alyssa Bascue

sustainability@mountainroseherbs.com

AWARDS Bicycle Friendly Business - Silver Award



Program Components

- Emergency Ride Home Program
- Business Commute Challenge
- Secure Bike Parking
- Bike Repair Kits
- Employee Lockers
- Employee Showers at Main Campus
- Commute Options in New Hire Onboarding
- Sustainability Training
- On-Site Events
- Carpool/Bike Buddy Sign-Up
- Commute Incentive Program
- Company Fleet Vehicles

Keys to Success

1. **Providing Incentives:** Mountain Rose Herbs gives employees 15 cents per mile for carpooling or busing, and 25 cents for walking or biking, which is added to monthly paychecks. Once a year, the employee who logs the most miles in each category wins a \$250 award.
2. **Ongoing Engagement:** Sustainability Director Alyssa Bascue continuously encourages the use of transportation options via company intranet, employee newsletters, posters, and events.
3. **Company Culture:** Mountain Rose Herbs' core belief that people, plants, and planet are more important than profit guides everything they do, including supporting sustainable commutes.

“Our first Earth Day event was fun and educational! We offered free, professional bike tune-ups and LTD had a booth where they spoke to employees about the EmX and carpooling.”

- Alyssa Bascue, Sustainability Program Director

