

Duke Energy's Transit Subsidy Program

- The Transit Subsidy Program (TSP) is a full subsidy, up to \$230 per month as allowed by law, for eligible Duke Energy employees
- <http://www.irs.gov/pub/irs-pdf/p15b.pdf>
- Focus: Light rail, buses and vanpools.
- Bike riders may receive a monthly \$20 commuter benefit as outlined in the 2010 IRS Code or use of parking vouchers at the Mint Street Parking Deck.

Project Background

- Program started in 2006 as a result of the Mecklenburg County Clean Air Works program and region's status as an EPA non-attainment area.
- Initial subsidy for employees was \$50/month.
- In 2007, as part of our efforts to enhance our environmental stewardship with clean air initiatives and ozone awareness, the program was expanded to all employees as a full subsidy.

Employee Eligibility

- All full-time and part-time employees are eligible to participate if the area in which they live or work has a city/county supported mass transit system.
- Key areas of use include: Charlotte, Cincinnati, Houston and the Greensboro/Triad area.

Employee Participation

Charlotte area participation

- Average 2009 vanpool, light rail, bus use:
 - 70 employees using CATS Vanpools
 - 969 CATS Bus and Light rail passes/month

Cincinnati area participation

- Average 2009 Transit Authority use: 301 (employees) per month

Strategic Alignment

Includes:

- Sustainability and environmental efforts focused on clean air (i.e. ozone emissions reduction, reduced carbon footprint, climate change, etc.)
- Work “work-life” balance (i.e., @Work Program, flexible work schedules)

Key Program Messages

- Duke Energy believes environmental stewardship is shared responsibility between the company and its employees
- With a full transit subsidy, the company provides greater incentive for employees to take alternate transportation, reducing ozone-related emissions.
- Duke Energy is committed to playing a leadership role in reducing ozone related air emissions.

Key Program Messages (cont.)

- The transit subsidy is a win-win program, providing benefits to our employees and our community.
- The transit subsidy represents just one part of Duke Energy's overall commitment to
 - Environmental stewardship
 - Its focus on reducing ozone-related emissions
 - Its long-term commitment toward a national sustainable energy efficiency and conservation effort

Program Administration

- The Duke Energy Transit Subsidy Program is managed by
 - Lisa Rhyne, HR Planning and Integration and
 - Philip Beard, Regulatory & Government Affairs.

Duke Energy Portal – Transit Subsidy Program (TSP)

- Provides information on frequently asked questions concerning TSP
- Provides Transit Subsidy Pass Request Form
- Provides links to Ride-Share sites and other CATS commuting options
- Allows for the collection of employee TSP usage data
- Company-provided parking allowances

Transit Links

- › [Transit Subsidy Program -- Overview](#)
- › [Subsidy Pass Request Form \(PDF\)](#)
- › [Transit Subsidy -- Q&As](#)
- › [Bus & LYNX Passes -- Eligibility](#)
- › [Vanpools -- Eligibility](#)
- › [Carpools & Bikes -- Eligibility](#)
- › [CATS Bus Questions](#)
- › [CATS Vanpool Questions](#)
- › [Car Pool Questions](#)
- › [Track Your Commute](#)

CATS REQUEST FORM
For CATS/LYNX Passes or Parking Vouchers

**TO EFFECTIVELY MANAGE THE TRANSIT PROGRAM COSTS, DUKE ENERGY
EMPLOYEES SHOULD SECURE THE PASS THAT MOST CLOSELY REFLECTS THEIR
TRANSIT NEEDS**

Name: _____ Emp ID: _____

Signature: _____ Date: _____

Mailcode: _____ Emp Phone #: _____

Pass/voucher for the month/yr (employees only): _____

Type of Pass	✓ Bus Pass Type	✓ Parking Voucher	Duke Energy Employee Rate	Duke Energy Contractor Rate	CATS Price
*Local Monthly			0	42.00	60.00
*Express Monthly			0	56.00	80.00
*Express Plus Monthly			0	84.00	120.00
STS Monthly			0	67.20	96.00
10 Ride Express Plus			0	21.00	30.00
10 Ride Express			0	14.00	20.00
10 Ride Local			0	10.50	15.00
Vanpool Rider					
Bike Rider					

**Through the Duke Energy transit program only monthly passes (Local, Express, Express Plus) can be used on LYNX.*

The rates listed above are subject to change at any time. Duke Energy reserves the right to amend or discontinue the transit subsidy program at any time.

Customer Contact Center employees should mail the CATS Request Form to "Transit Subsidy Program – EC2P37" by the 19th of the month. All other Duke Energy employees should obtain CATS bus/LYNX passes, along with Mint Street Parking Vouchers, at the Company Store located in the Energy Center.

- Please show company ID
- One transit pass per employee per month (one monthly or up to four, 10-ride pass).
- Four parking vouchers per month for monthly bus riders, vanpool riders, or bike riders
 - Employees obtaining CATS 10 Ride Passes are not eligible for parking vouchers.
 - Vanpool and bike riders must show company ID to receive parking vouchers.
- Monthly passes are available beginning the 25th of the month and must be obtained by the 10th of the following month. The 10-ride passes are available throughout the month.
- Please use one form per employee.
- When obtaining CATS bus/LYNX pass, present form to store clerk with accepted payment method: Cash, Debit Card, Master Card, VISA, American Express and Discover Card (if applicable).
- Inappropriate use of the Transit Subsidy Program by an employee may result in disciplinary action. Duke Energy reserves the right to amend or discontinue the transit subsidy program at any time.