

Rideshare Incentive Program

AeroVironment encourages employees to reduce the number of vehicles commuting to the workplace and to use alternative forms of transportation to promote health, wellness, and environmental sustainability.

The Rideshare Incentive Program allows employees to earn points each day they use alternative transportation to commute to and from work. Each alternative transportation method has a different point value. Only one alternative transportation method may be selected per day. Employees receive higher points for non-polluting methods of transportation such as walking and biking.

To receive points, employees must submit a **Monthly Rideshare Reimbursement Form** to benefits@avinc.com at the end of each month that alternative transportation was used.

Employees may choose to cash out their points each month or save their points for a later date. All points must be cashed out by November 30th of each year.

Rideshare incentives are considered taxable income. Participation is voluntary.

ALTERNATIVE TRANSPORTATION	POINTS PER ROUND-TRIP
Carpool (2 - 4 people)	.5 POINTS
Vanpool (5+ people) or Electric Vehicle	1 POINT
Mass Transit (Bus/Train)	2 POINTS
Human Powered (Walk/Bike/etc.)	2 POINTS

EXAMPLE TO CALCULATE POINTS EARNED:

WALKING: 10 days multiplied by 2 points per round-trip = 20 points

POINTS EARNED	INCENTIVE	POINTS EARNED	INCENTIVE
10	\$10.00	60	\$60.00
15	\$15.00	65	\$65.00
20	\$20.00	70	\$70.00
25	\$25.00	75	\$75.00
30	\$30.00	80	\$80.00
35	\$35.00	85	\$85.00
40	\$40.00	90	\$90.00
45	\$45.00	95	\$95.00
50	\$50.00	100	\$100.00
55	\$55.00		

*Points earned may be cashed out beginning at 10 points. If an employee earns less than 10 points, the points will be saved and combined with later months.