



EMPLOYER PROFILE

ATTRACTING TALENT WITH EASIER COMMUTES AND FLEXIBLE WORK ON THE EASTERN SHORE

Eurofins Agrosience Services offers flexible schedules and convenient carpool options to attract and retain talent.

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-Heather Hillaert

HR Director, Eurofins Agrosience Services



Healthcare. Vacation. Retirement. Dental. These are all things people expect in return for the jobs they perform. But with a tight labor market and many workers reevaluating what they expect from their employers, companies like Eurofins Agrosience Services are finding other benefits to attract and retain top talent, sometimes at no additional cost.

One such benefit is flexibility. While Eurofins, a scientific testing company, cannot offer remote and hybrid work benefits to the vast majority of their employees, the company has found a way to provide a benefit that allows employees to have a healthy work-life balance

“We pride ourselves on providing flexible schedules. Our employees have responsibilities outside of work, and they appreciate being able to come in late and leave early,” says Human Resources Director Heather Hillaert. In addition to helping retain employees, flexible work schedules can also serve to reduce congestion in Maryland during peak travel times and allow staff to commute when less cars are on the road. Hillaert estimates that about 40% of Eurofins’ 150 Maryland staff takes advantage of the flexible work schedule benefit, which can include hybrid and remote work for administrative jobs and non-traditional work hours for most of the company.

Eurofins also offers carpool coordination for employees. Hillaert says Eurofins serves as a hub for employees to find matches for carpools to work, allowing staff to leave their car at home; save on gas and tolls; and even grow closer to their carpooling coworkers. “We have a group of staff who carpool across the bay from Annapolis all the time, and they’ve really become friends,” says Hillaert. This program, like the flexible work schedule, does not cost Eurofins beyond the nominal amount of time to maintain a list of people who are looking to de-stress their commute to work by participating in a cost-saving carpool.

And coming soon: Benefits for employees who don’t drive alone. By taking advantage of the Maryland Commuter Tax Credit, Eurofins hopes to expand their benefit package into commute subsidies, likely providing an incentive to Eurofins commuters who band together and carpool to work. “We’re navigating the tax credit and hope to build upon our benefit package [in the months ahead],” says Hillaert. As a reminder, the Maryland Commuter Tax Credit can reduce the cost of commuter benefits by allowing Maryland employers to claim 50% of the cost (up to \$1,200 annually per employee).

With about 150 employees at locations in Baltimore and Easton, Eurofins Agrosience Services has a simple yet effective approach to attract and retain talent. In addition to pay, healthcare, and other benefits, Eurofins aims to reduce the negative byproducts of work (like commuting struggles and work-life conflicts) through low-cost programs with significant impacts. “It’s our responsibility to offer comprehensive benefits programs to each and every employee. We need to look at how people get to and from work and how they impact the community,” says Hillaert.

Whether you’re aiming to go big or start small, learn more about what your organization can do to redefine your benefit package at commuterchoicemaryland.com. We’re here to help!

