



EMPLOYER PROFILE

SUPPORTING WELLBEING THROUGH COMMUTING AT ZEN WELL STUDIO

Pictured Above: Owner Janine Horne, MSN-Ed, RN, AHN-BC pictured with business partner Thomas Corry, NASM-CPT at a Charles County VanGo bus stop.

Looking to support the wellbeing of your staff and find perks that your business can provide with minimal upfront investment? Get inspired by the owner and staff at Zen Well Studio in Waldorf, Charles County, Maryland.

EMPLOYEE WELLBEING

Janine Horne, a registered nurse with a background in community health and clinical research, started Zen Well Studio to "enhance holistic wellbeing and self-care management through physical and creative movement," and now serves both individual and corporate clients. Her company's support of employees' commutes and flexible work hours contributes also to the health and wellbeing of her staff.

Zen Well Studio employs a number of part-time staff who call Charles County home, and Janine says she encourages them to bike to work, especially in warmer months. The studio offers showers and space to keep bikes and equipment safe, making biking to work on a local trail in Waldorf more appealing and achievable.

During the coldest months of the year when biking becomes less appealing, Janine says her staff carpools to reduce their carbon footprint and the cost of everyone's commute to the studio. Another benefit is that the carpooling culture of her team helps the studio use fewer parking spaces nearby.

WHAT ABOUT THE KIDS AND ERRANDS?

"We share the responsibility of picking up our kids from school," says Janine. Each day, staff members decide who will pick up the kids and get them where they need to go. This comradery allows the rest of the staff to continue their work and to be more flexible with their work schedules and commute choices. In between client appointments and classes, Janine's team also has the opportunity to complete errands on their personal to-do lists, something her staff can do on their bikes in the nearby commercial areas.

SUPPORTING STAFF AS A SMALL BUSINESS

Janine points to the success of being more flexible and offering facilities to make greener commutes within reach for her staff. As a Commuter Choice Maryland partner Zen Well Studio's commuter perks operate cost-free, allowing staff the flexibility to bike, carpool, and work flexible hours to improve their trip to work. She says that "Finding creative incentives that promote wellbeing as a smaller business can sometimes be challenging, but the [commute] flexibility we offer can improve our staff's experience at Zen Well Studio."

Janine also looks to the future and is excited to learn more about the Maryland Commuter Tax Credit as a new Commuter Choice Maryland Employer Partner. When asked if there is anything she'd like to share with other Maryland businesses, big or small, Janine remarked, "Take advantage of programs from the state and business organizations like Commuter Choice Maryland to get your name out there and find programs that can help your business."

"My background in public and community health is part of why we support our staff's flexible commutes and work hours."

-Janine Horne
MSN-Ed, RN, AHN-BC
Owner, Zen Well Studio

