



## Sustainability Benefits Program

At Clif Bar & Company, we support our employees on their personal journeys toward sustainability by offering incentive programs that encourage them to adopt planet-friendly practices in their everyday lives.

### Cool Commute Incentives

Launched in 2006, the Clif Bar & Company Cool Commute program includes the nation's first-ever biodiesel incentive program for employees. It rewards employees for biking, walking, carpooling, taking public transit, and driving a hybrid or bio-diesel vehicle.



### **Commuter Bike Purchase**

Clif Bar & Company provides employees with up to \$500 toward the purchase of a commuter bike or to make commute-related retrofits to an existing bike. To receive this benefit, employees must agree to commute by bike at least twice a month or pledge to take the [2 Mile Challenge™](#), using their bikes for trips of two miles or less.

### **Alternative Transportation Rewards**

Employees who commute to work on foot, by bike, on public transportation or in carpools can earn up to \$960 a year in rewards for eliminating cars from their commutes. Tracked quarterly, employees earn points that can be redeemed for a variety of rewards including commuter checks, extra cash in their paycheck, Clif gear, and massages. They can also use their points to purchase climate offsets, including [NativeEnergy](#) wind energy credits, and trees planted by [American Forests](#), a non-profit that protects and restores the environment by planting and caring for trees.

### **Hybrid and Biodiesel Purchase**

The Cool Commute program provides employees with a \$6,500 taxable cash incentive to use towards the purchase of biodiesel-fueled, natural gas-fueled or high mileage hybrid vehicles. Eligible vehicles include the Toyota Prius, Honda Civic Hybrid, Honda Civic GX and any biodiesel compatible vehicle that runs on B100 for at least six months of the year.

### Cool Home Incentives

In 2008, Clif Bar & Company expanded the sustainability incentive program to help employees reduce their carbon footprint at home. Employees can receive up to \$1,000 annually to make eco-home improvements that will reduce waste and the use of fossil fuels and/or increase the use of renewable energies. Employees may apply the cash incentive to a variety of home improvements such as the replacement of primary appliances with Energy Star appliances, insulation installation, solar installations, or energy-efficient windows.