



Founded in 2002, Big Fish is the world’s largest producer and distributor of casual games, delivering fun to millions of people around the world. Through its mobile and online distribution platforms, Big Fish has distributed more than 2.5 billion games to customers in 150 countries from a growing catalog of 450+ unique mobile games and 3,500+ unique PC games. The company is headquartered in Seattle, WA, with regional offices in Oakland, CA, and Luxembourg.

BIG FISH GAMES' TOP THREE STRATEGIES FOR SUCCESS

1. INTEGRATE TRANSPORTATION INTO ONBOARDING AND OTHER HR PROCESSES

An important part of welcoming our new hires and making them comfortable at work is making sure they are comfortable with how they are getting to work. We communicate throughout the onboarding process and keep employees updated through monthly newsletters. Transportation benefits are included during our annual Wellness Fair and most other benefits messaging.

2. CONNECT AND COLLABORATE WITH NEIGHBORING BUSINESSES

Attending peer network meetings has been most useful as a transportation coordinator. We’ve heard about how our neighbors are dealing with the similar transportation challenges and we can collaborate on problem solving these issues. We’ve also been able to host transportation events with our neighbors, minimizing the cost and effort to each individual company.

3. ENCOURAGE EMPLOYEE EFFORTS WITH REWARDS THEY LOVE!

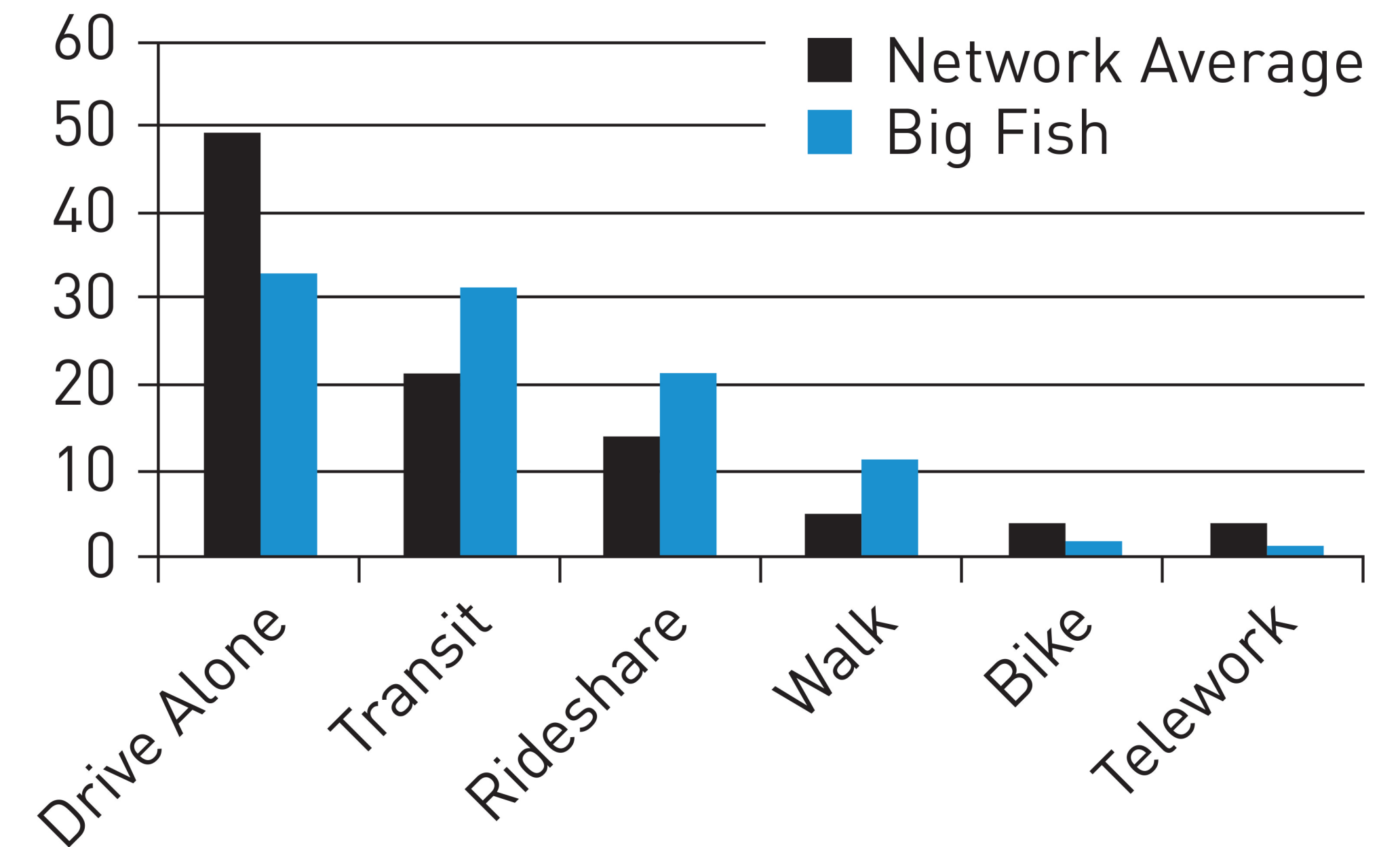
We don’t have a massive transportation budget but we do try to make it fun to participate in events. We use things like breakfasts, happy hours, and raffles to encourage employees to try a new commute method or participate in a transportation challenge. Food in particular goes a long way with our group! Our most popular commute events have involved a free breakfast or lunch!

“Our industry is competitive. Our program helps us attract and retain great employees”

CLAIRE SIMS

Big Fish Games’ Employee Transportation Coordinator

BIG FISH GAMES COMMUTE TRENDS



BIG FISH GAMES COMMUTE PROGRAM COMPONENTS

- ✔ Offer 100% ORCA transit subsidy
- ✔ Offer ORCA vanpool subsidy
- ✔ Guaranteed Ride Home
- ✔ Commuter lockers and showers
- ✔ Regular communications to staff
- ✔ Integrate program with employee onboarding
- ✔ Covered bike parking
- ✔ Avg. 1.5 hrs. per week ETC time
- ✔ Special events sponsorship