



UPS Access Report for Warehouses & Hubs


Bella Stender, Business Development Representative

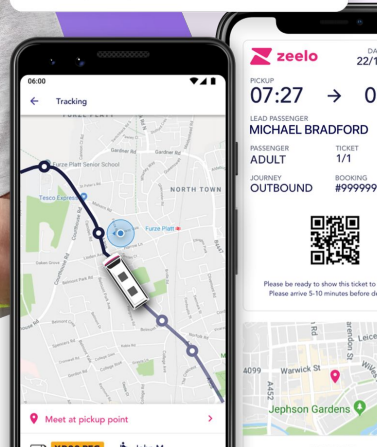
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Don't see your worksite?
Let us know!



 ZEELO 3min ago
Your Zeelo is on its way!
Meet at pickup location at 07:27.



What is an access report?

- An evaluation of possible commute options available to a current employee or candidate.
- Analysis of key recruitment locations based on available census data for the site location.
- These are scenarios based on estimates for the worksite locations listed.
- **Don't see your worksite listed in this report? Let us know, Zeelo will build out a report for your location.**

Why does it matter?

- Restricted transportation options lead to a significantly tighter recruitment pool.
- This has a knock-on effect to key performance metrics: early leavers, overall staff retention, employee wellbeing, productivity and overall candidate quality.
- Cost of living for employees is significantly impacted by travel to work affecting wellbeing.

What have clients achieved by using Zeelo?

- Current Zeelo services have seen an Increase of 78% in recruitment.
- 70% rate of staff retention among Zeelo clients improved after 12 months on average.
- On-Site attendance increased 62% with current clients with a supported Zeelo service.
- Conversion of temporary agency to direct staff savings.
- Higher engagement and employee satisfaction.



The Zeelo Service is important for me to get to work

98%

Strongly Agree / Agree



"It makes my transport to work much cheaper and much easier"

- Rider 2024

I cannot get to work without the Zeelo service.

66%

Strongly Agree / Agree



"Without the Zeelo Bus, I can't afford a bus or taxi going to work each day."

- Rider 2024

The Zeelo Service was important for me accepting my job

70%

Strongly Agree / Agree



vs Zeelo average - 73%



Having access to the Zeelo service has improved my mental wellbeing at work.

87%

Strongly Agree / Agree



"The Zeelo service makes me more relaxed during my work time. I can concentrate better!" – **Rider 2024**

Does riding with Zeelo save you time every day?

85%

YES



45% 0–30 minutes

37% 30–60 minutes

7% 120 minutes +

Do you save money by riding the service? (per week)

93%

YES



25% \$5–\$10

30% \$10–\$20

25% More than \$30

UPS Warehouses & Hubs

Indiana

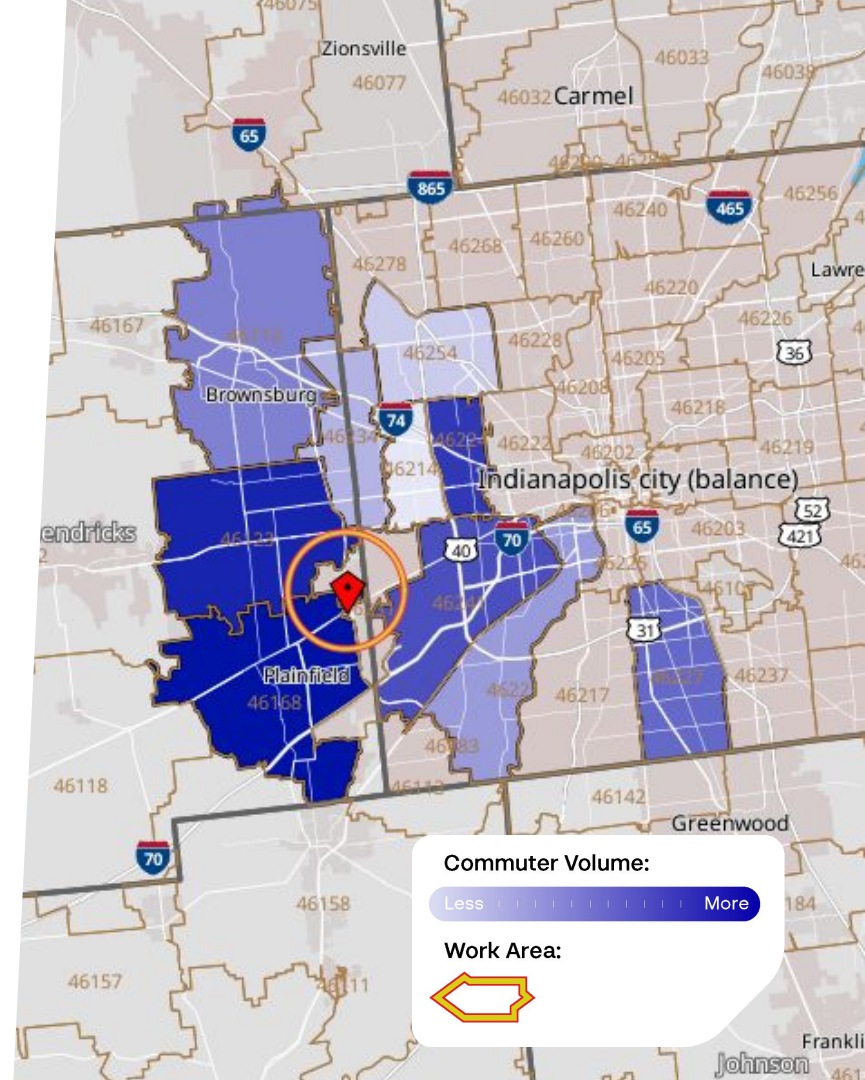
Employee Recruitment Analysis for Plainfield, IN

Where is the workforce traveling from?

46123, 46224, 46241

Analysis:

- An estimated 80% of all employees in the worksite census tract commute from outside the worksite zip code.
- This map is color coded based on where the workforce is commuting from, see the legend for more information.
- This is filtered to Individuals making between \$15,000 and \$40,000 per year.
- To ensure you can attract workers in these areas, we recommend introducing a private service which provides easier access to site from each of these locations.
- See example routes on the next slide.



Employee Commute Analysis for Plainfield, IN

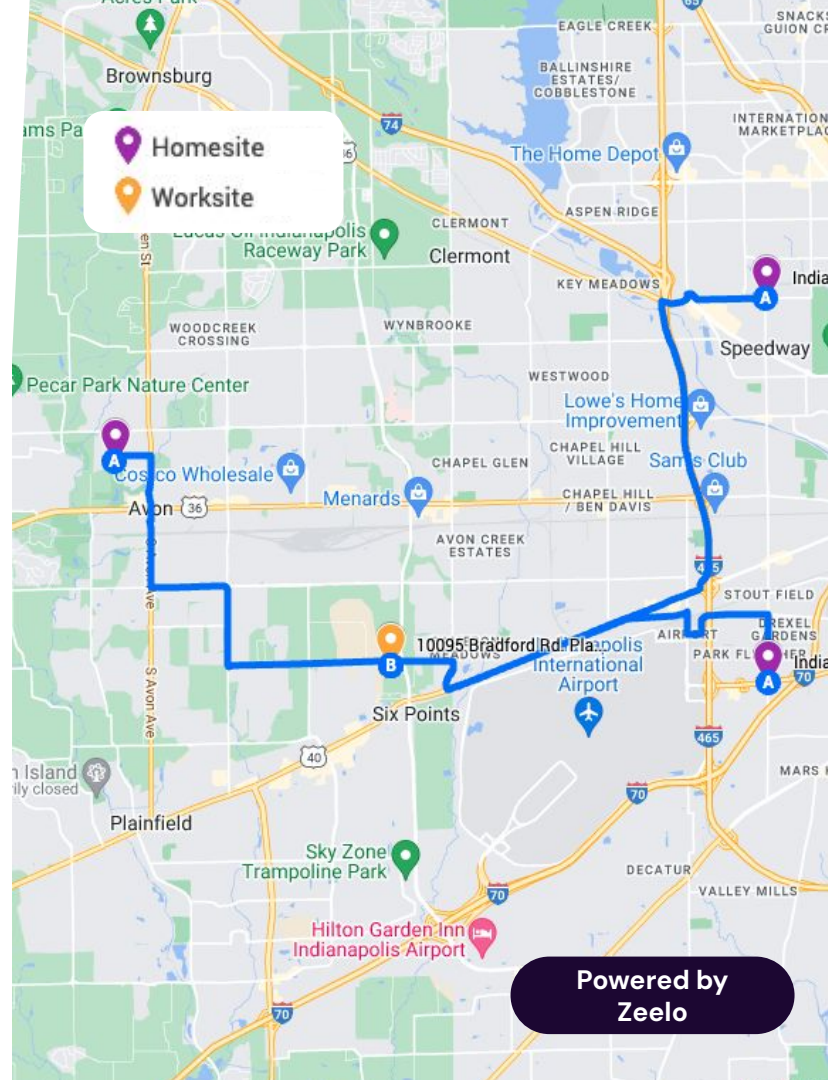
	46123	46224	46241
Zeelo Ride Time	6.4 mi	10.0 mi	6.6 mi
	15 mins	24 mins	16 mins
	\$5/trip*	\$5/trip*	\$5/trip*
Car Travel	6.4 mi	10.0 mi	6.6 mi
	14 mins	19 mins	15 mins
	\$5.25/trip**	\$8.20/trip**	\$5.41/trip**
Public transit	No Route Found	20.6 mi	21.9 mi
		2 hours 22 mins	2 hours 13 mins

Analysis:

- Limited alternatives to private transportation.
- Public transit routes are not time efficient and are limited for shift times.
- Zeelo can provide a cost efficient alternative to private car transportation.

*On Average, riders on Zeelo services pay \$0 - \$5 per trip.

**Cost of driving per mile estimated using [AAA your driving costs fact sheet](#) (2024)



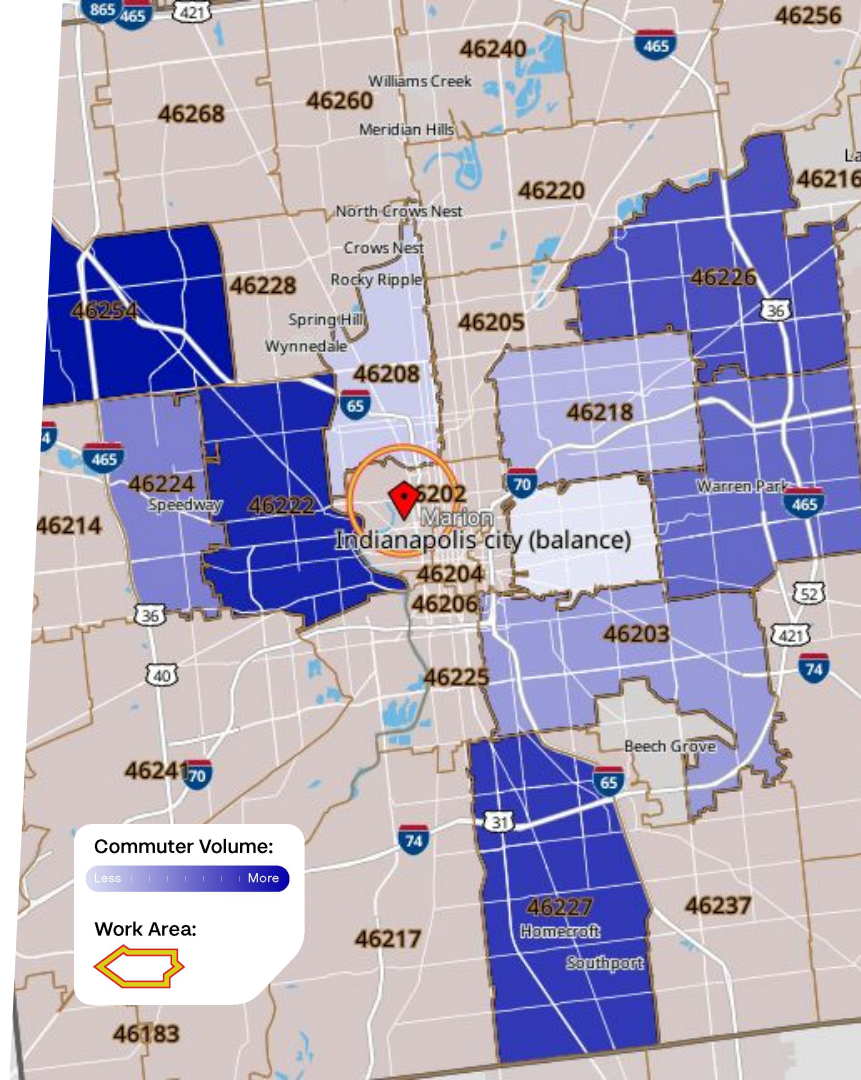
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Zeelo

Where is the workforce traveling from?

46222, 46254, 46227

Analysis:

- Employees in the worksite census tract commute from outside the worksite zip code.
- This map is color coded based on where the workforce is commuting from, see the legend for more information.
- This is filtered to Individuals making between \$15,000 and \$40,000 per year.
- To ensure you can attract workers in these areas, we recommend introducing a private service which provides easier access to site from each of these locations.
- See example routes on the next slide.



Employee Commute Analysis for Indianapolis, IN

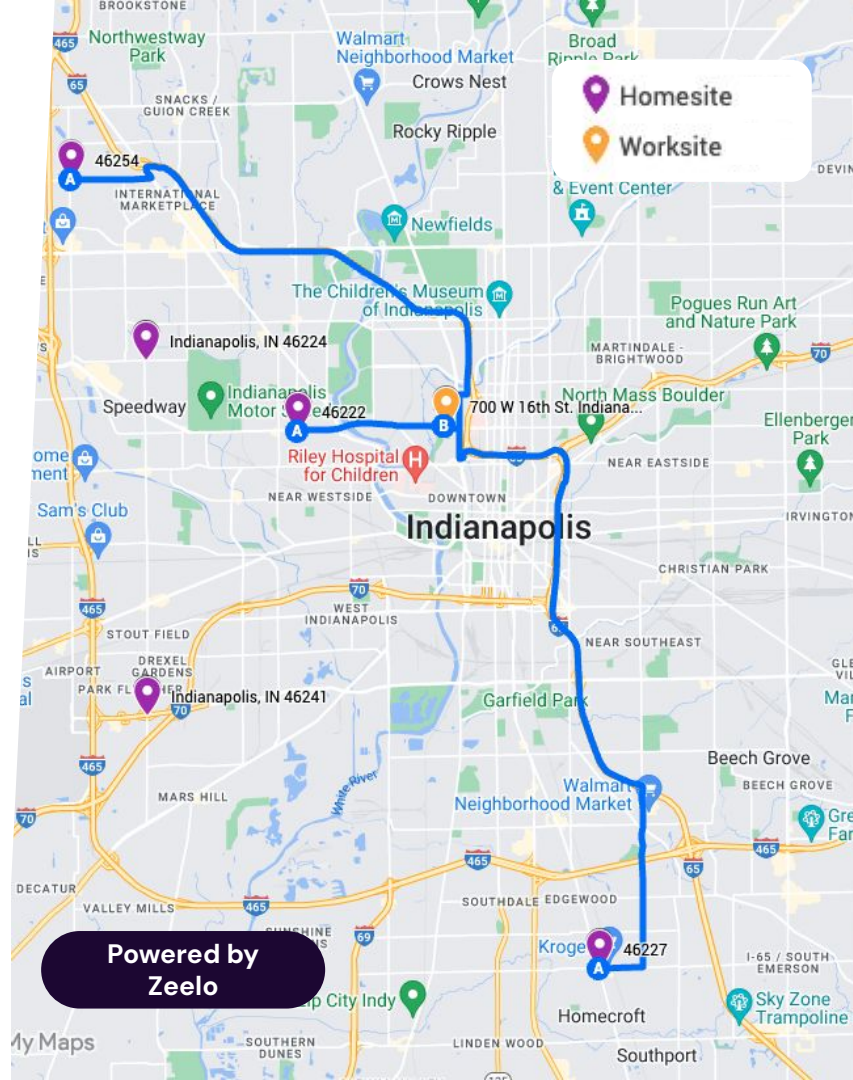
	46222	46254	46227
Zeelo Ride Time	2.1 mi	8.5 mi	10.6 mi
	5 mins	18 mins	25 mins
	\$5/trip*	\$5/trip*	\$5/trip*
Car Travel	2.1 mi	8.5 mi	10.6 mi
	6 mins	12 mins	18 mins
	\$1.72/trip**	\$6.97/trip**	\$8.69/trip**
Public transit	2.1 mi	8.5 mi	10.6 mi
	10 mins	46 mins	55 mins

Analysis:

- Public transit routes available, but limited with shift timings.
- Zeelo can provide an efficient alternative to private transportation.

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**Cost of driving per mile estimated using [AAA your driving costs fact sheet](#) (2024)



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Kentucky

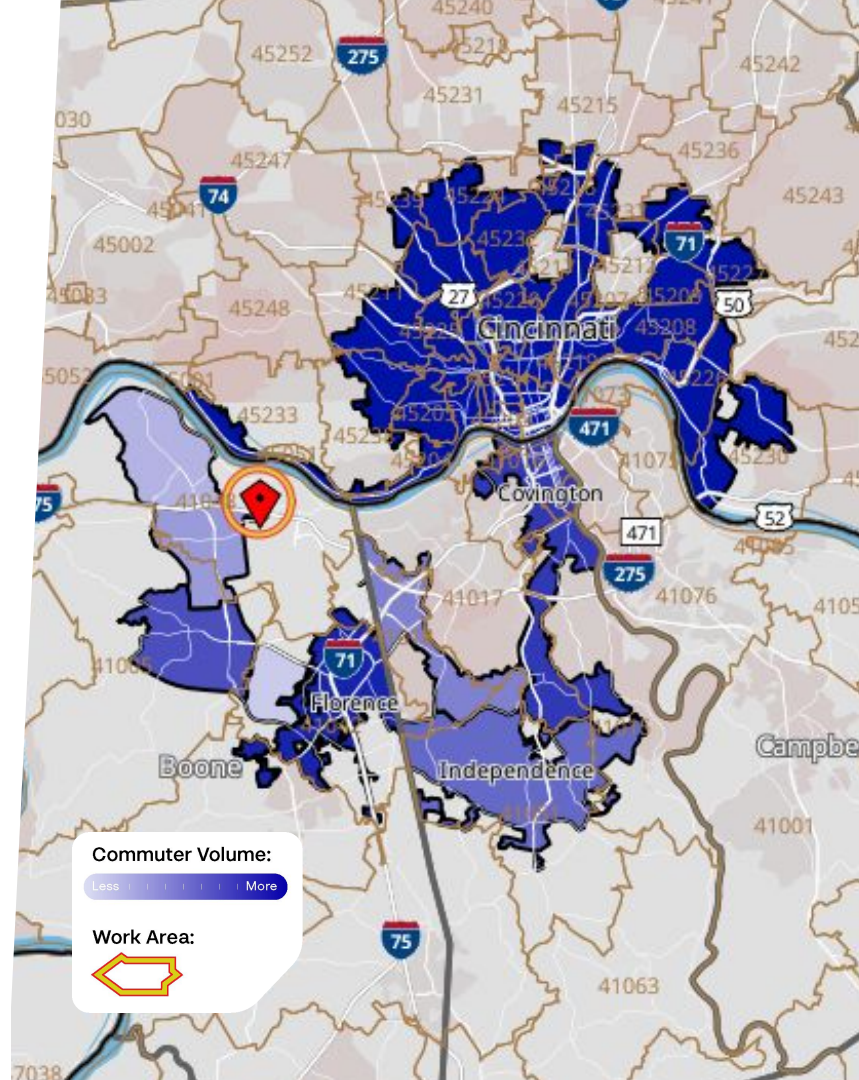
Employee Recruitment Analysis for Hebron, KY

Where is the workforce traveling from?

Cincinnati, Florence, Covington

Analysis:

- >80% of all employees in the worksite census tract commute from outside of Hebron..
- This map is color coded based on where the workforce is commuting from, see the legend for more information.
- This is filtered to Individuals making between \$15,000 and \$40,000 per year.
- To ensure you can attract workers in these areas, we recommend introducing a private service which provides easier access to site from each of these locations.
- See example routes on the next slide.



Employee Commute Analysis for Hebron, KY

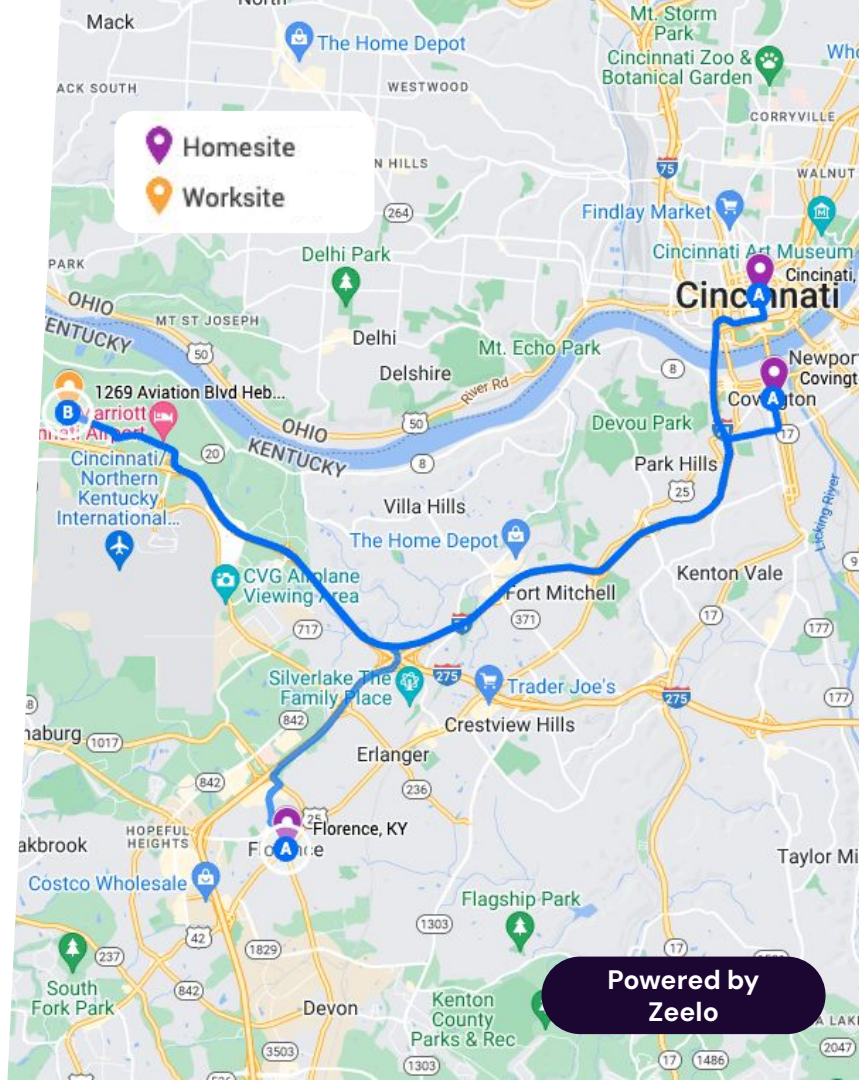
	Cincinnati, OH	Florence, KY	Covington, KY
Zeelo Ride Time	13.7 mi	9.2 mi	12.3 mi
	27 mins	21 mins	26 mins
	\$5/trip*	\$5/trip*	\$5/trip*
Car Travel	13.7 mi	9.2 mi	12.3 mi
	18 mins	14 mins	17 mins
	\$11.23/trip**	\$7.54/trip**	\$10.09/trip**
Public transit	13.7 mi		12.3 mi
	1 hour 20 mins	No Route Found	1 hour 2 mins

Analysis:

- Public transit routes are not time efficient and are limited for shift times.
- Zeelo can provide a cost and time efficient alternative to private transportation.

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**Cost of driving per mile estimated using [AAA your driving costs fact sheet](#) (2024)



Where is the workforce traveling from?

Analysis:

-

Employee Commute Analysis for Louisville, KY

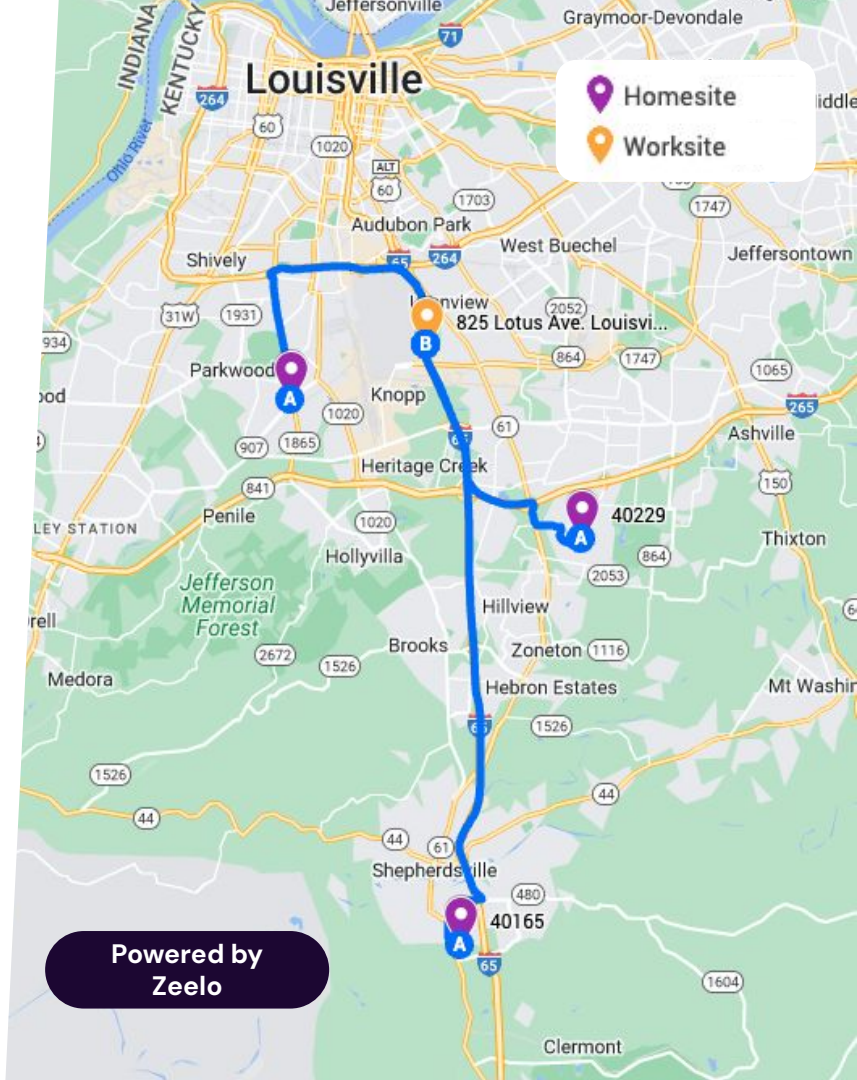
	40214	40229	40165
	7.1 mi	9.7 mi	18.3 mi
Zeelo Ride Time	20 mins	23 mins	32 mins
	\$5/trip*	\$5/trip*	\$5/trip*
	7.1 mi	9.7 mi	18.3 mi
Car Travel	18 mins	15 mins	21 mins
	\$5.82/trip**	\$7.95/trip**	\$15.01/trip**
	7.1 mi		
Public transit	1 hour 54 mins	No Route Found	No Route Found

Analysis:

- Limited alternatives to private transportation.
- Public transit routes are not time efficient and are limited for shift times.
- Zeelo can provide a cost efficient alternative to private car transportation.

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Massachusetts

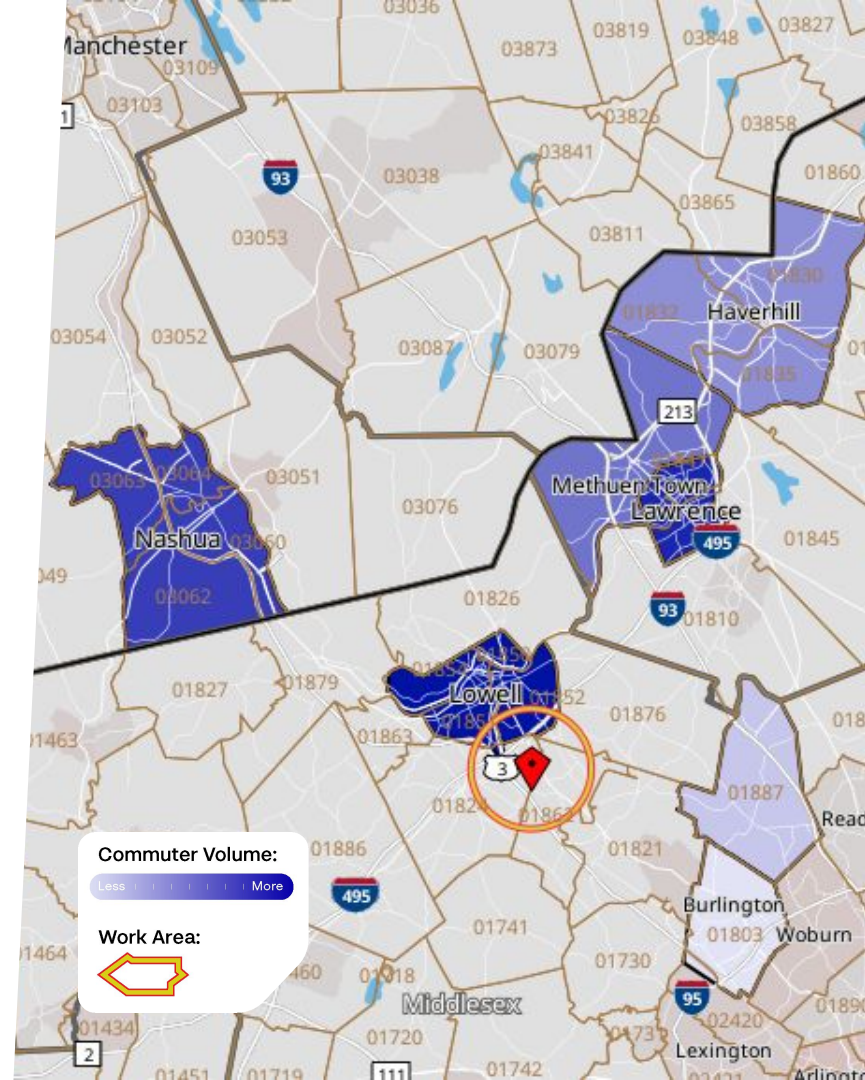
Employee Recruitment Analysis for Chelmsford, MA

Where is the workforce traveling from?

Lowell, Nashua, Lawrence

Analysis:

- >90% of all employees in the worksite census tract commute from outside of Chelmsford.
- This map is color coded based on where the workforce is commuting from, see the legend for more information.
- This is filtered to Individuals making between \$15,000 and \$40,000 per year.
- To ensure you can attract workers in these areas, we recommend introducing a private service which provides easier access to site from each of these locations.
- See example routes on the next slide.



Employee Commute Analysis for Chelmsford, MA

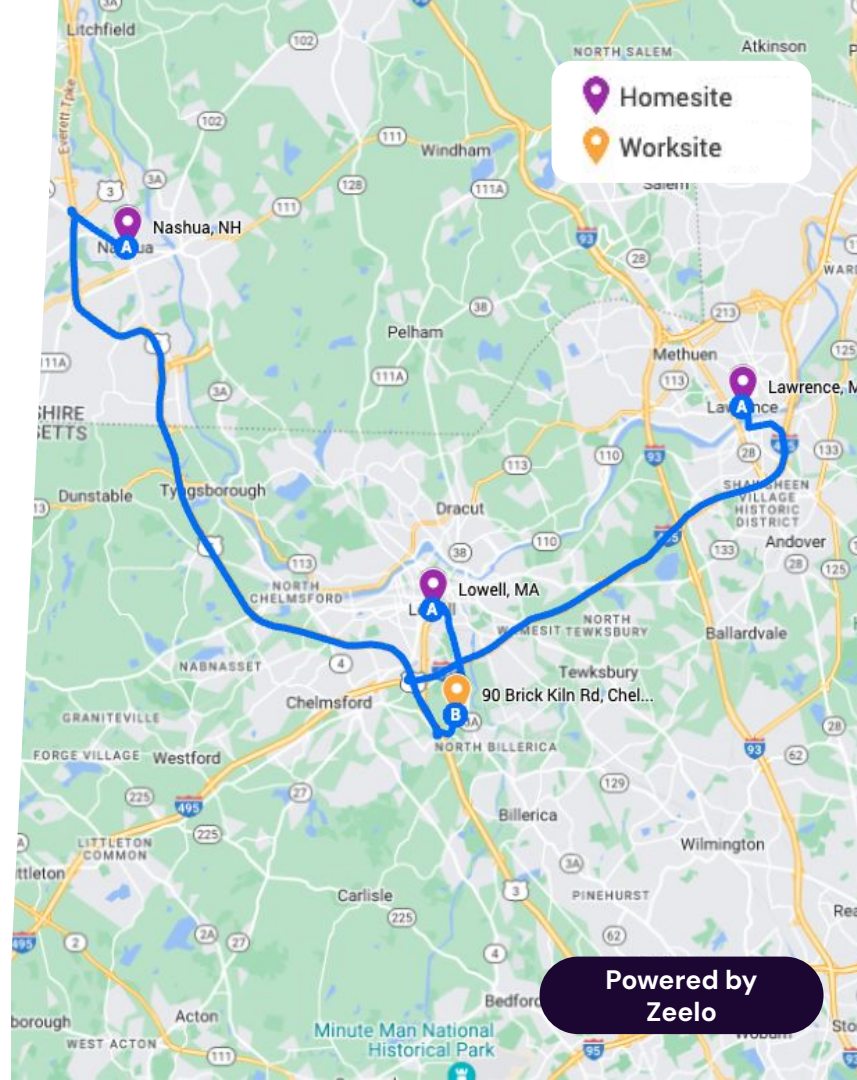
	Lowell, MA	Nashua, NH	Lawrence, MA
Zeelo Ride Time	3.9 mi	19.2 mi	16.3 mi
	9 mins	33 mins	32 mins
	\$5/trip*	\$5/trip*	\$5/trip*
Car Travel	3.9 mi	19.2 mi	16.3 mi
	12 mins	22 mins	21 mins
	\$3.20/trip**	\$15.74/trip**	\$13.37/trip**
Public transit	23 mins	14 hours 3 mins	1 hour 9 mins

Analysis:

- Public are limited for shift times and not all routes are time efficient.
- Zeelo can provide an efficient alternative to private transportation.

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**Cost of driving per mile estimated using [AAA your driving costs fact sheet](#) (2024)

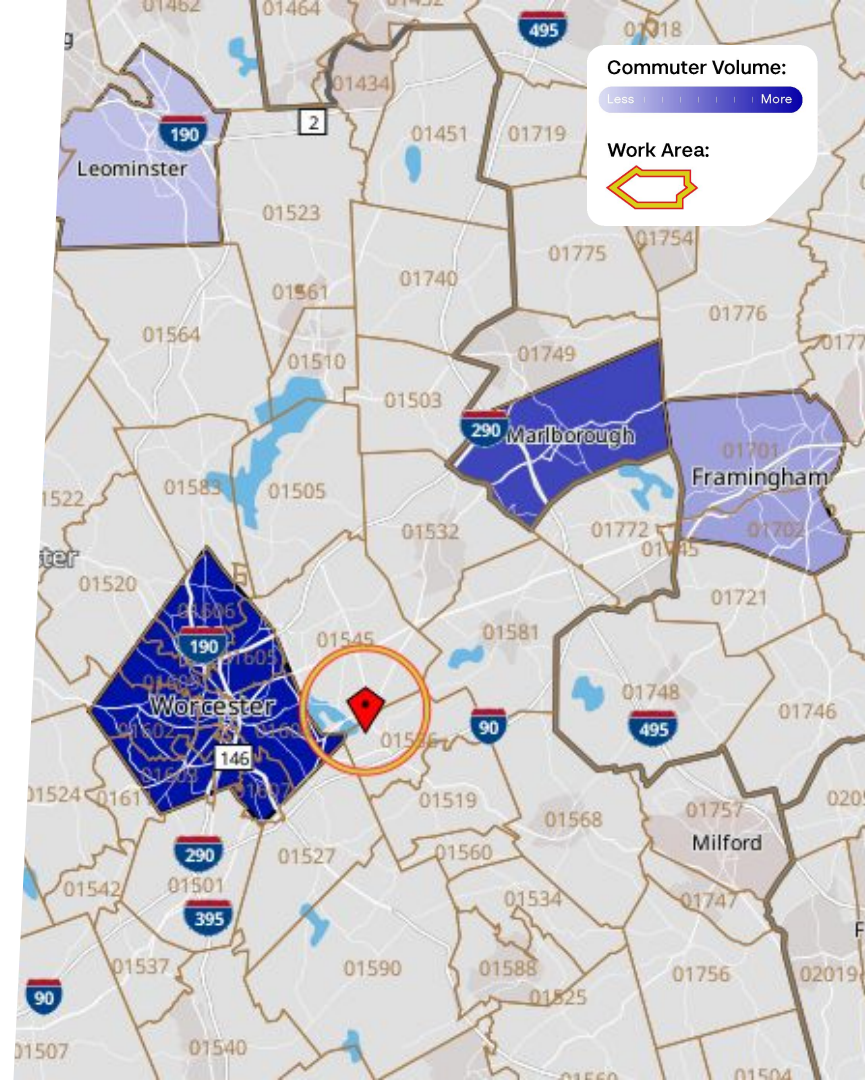


Where is the workforce traveling from?

Worcester, Marlborough, Framingham

Analysis:

- Employees in the worksite census tract commute from outside Shrewsbury.
- This map is color coded based on where the workforce is commuting from, see the legend for more information.
- This is filtered to Individuals making between \$15,000 and \$40,000 per year.
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- See example routes on the next slide.



Employee Commute Analysis for Shrewsbury, MA

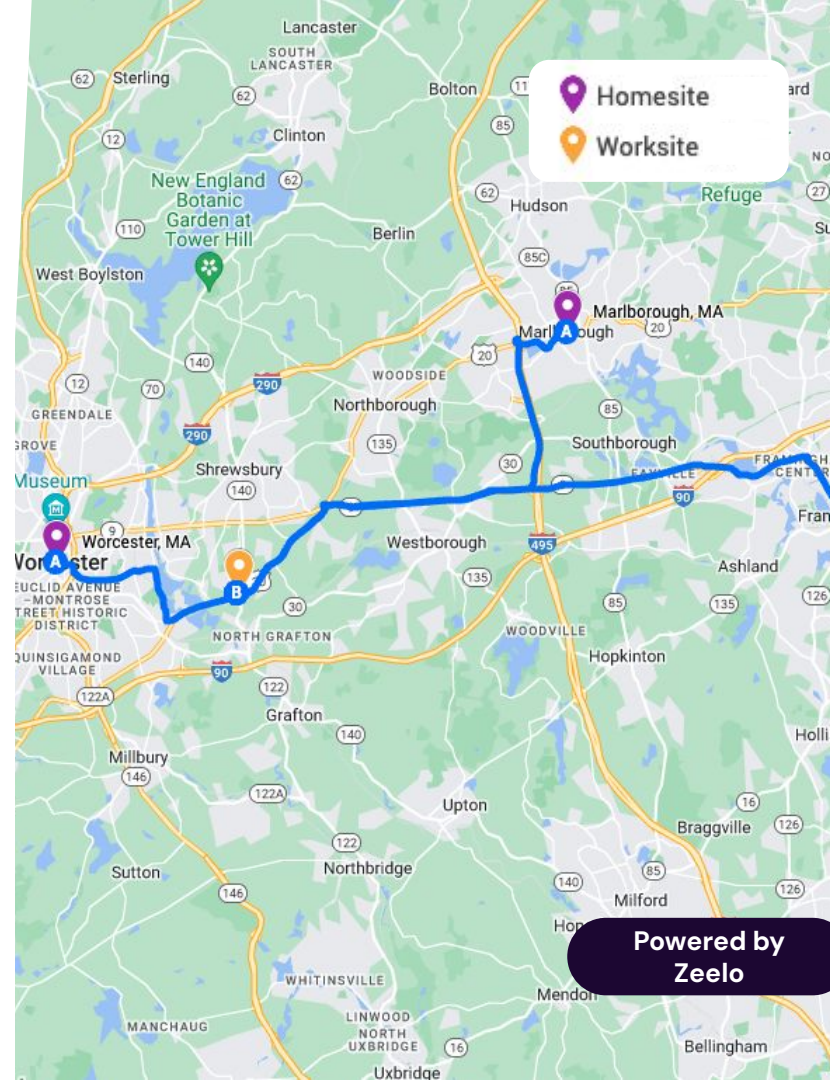
	Worcester	Marlborough	Framingham
Zeelo Ride Time	5.6 mi	14.4 mi	17.8 mi
	20 mins	33 mins	43 mins
	\$5/trip*	\$5/trip*	\$5/trip*
Car Travel	5.6 mi	14.4 mi	17.8 mi
	17 mins	22 mins	31 mins
	\$4.59/trip**	\$11.81/trip**	\$14.60/trip**
Public transit	5.6 mi	14.4 mi	17.8 mi
	52 mins	3 hours 40 mins	2 hours 18 mins

Analysis:

- Limited alternatives to private transportation.
- Public transit routes are not time efficient and are limited for shift times.
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Illinois

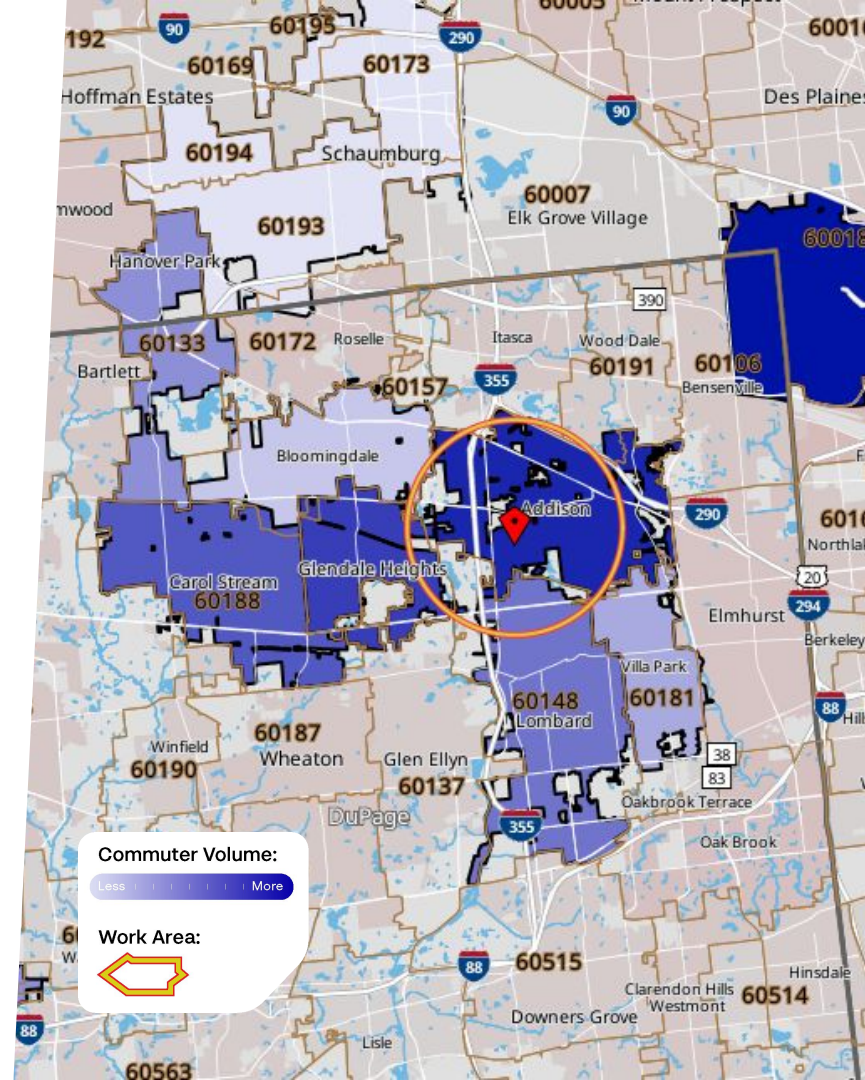
Employee Recruitment Analysis for Addison, IL

Where is the workforce traveling from?

Carol Stream, Glendale Heights, Lombard

Analysis:

- >80% of all employees in the worksite census tract commute from outside of Hebron..
- This map is color coded based on where the workforce is commuting from, see the legend for more information.
- This is filtered to Individuals making between \$15,000 and \$40,000 per year.
- To ensure you can attract workers in these areas, we recommend introducing a private service which provides easier access to site from each of these locations.
- See example routes on the next slide.



Employee Commute Analysis for Addison, IL

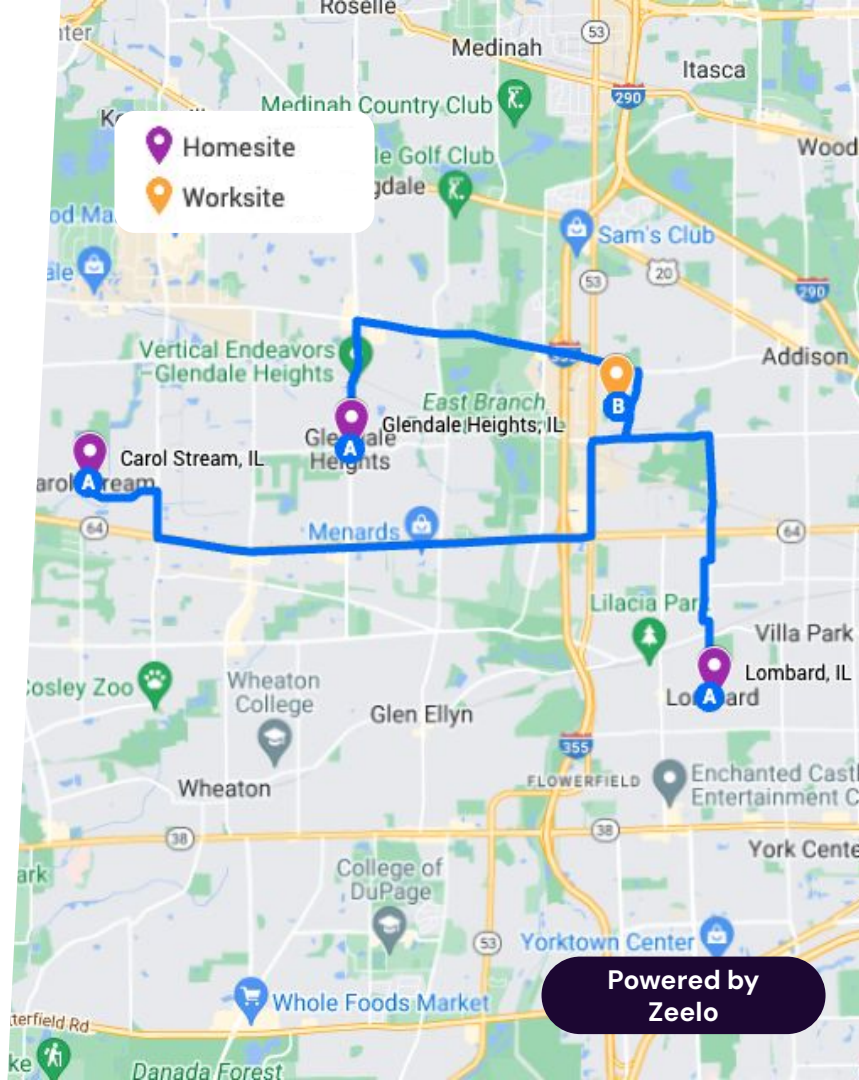
	Carol Stream, IL	Glendale Heights, IL	Lombard, IL
Zeelo Ride Time	7.8 mi	5.0 mi	4.1 mi
	19 mins	12 mins	11 mins
	\$5/trip*	\$5/trip*	\$5/trip*
Car Travel	7.8 mi	5.0 mi	4.1 mi
	18 mins	12 mins	11 mins
	\$6.40/trip**	\$4.10/trip**	\$3.36/trip**
Public transit	7.8 mi	5.0 mi	4.1 mi
	47 mins	44 mins	1 hour 17 mins

Analysis:

- Public transit routes are not time efficient and are limited for shift times.
- Zeelo can provide an efficient alternative to private transportation.

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**Cost of driving per mile estimated using [AAA your driving costs fact sheet](#) (2024)



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Next Steps

Zeelo can make custom reports for your worksite. Reach out and let us know if we missed your worksite in this report.

If transportation can help your sites, here's the next steps:

- Book a free consultation and data report with your Zeelo representative
- Zeelo will map employee/candidate postcode for sites
- Flexible routing to maximize recruitment pool
- Assessment of expected ROI from launching a private route

Bella Stender, Business
Development Representative
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