

9th
Annual

Award Celebration



Work/Life Award Workbook

Charity of Choice

The Utah Work/Life Award Team has selected Care About Child Care, Inc. as the beneficiary of this award. All proceeds from this event will go to Care About Child Care, Inc., a 501(c)(3) non-profit foundation.

The purpose of Care About Child Care, Inc. is to make people aware of the role quality care can play in childhood development, emphasize the benefits of quality child care, and help parents find and evaluate the care available to their children. This includes television and radio public service announcements; parent, provider and business collateral materials; community relations activities and media relations endeavors.

For further information on this foundation, please visit: www.careaboutchildcare.org

Resource Tables

We would like to thank the following organizations for providing the Resource Tables today:

Child Care Resource & Referral - Metro
www.cssutah.org/childcare

Utah Domestic Violence Council
www.udvc.org

Utah Healthy Marriage Initiative
www.utahmarriage.org

Workforce Development and Information Division
www.jobs.utah.gov

9th
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Work / Life Award Celebration

Thursday, April 5, 2007 Sheraton City Centre Hotel

Welcome

The ninth year of Utah's premier workplace award delivered insight and interesting information on trends and best practices at the top companies in the state. Sixteen companies won awards in three size categories, the culmination of a rigorous selection process that began last autumn. We had a record *seven* first-time winners this year.

This award was designed to help Utah companies create exceptional workplaces through their work/life efforts and to foster a business community that could share practices and learn from each other. To further these goals, the 2007 Work/Life Celebration includes workshops and resource tables. We encourage you to connect with other companies, to share lessons learned and enjoy the Celebration.

Agenda

9:30 a.m.

Check-in/Browse Resource Tables

10:00 a.m. – 10:50 a.m.

Workshops A & B

11:00 a.m. – 11:50 a.m.

Workshops C & D

12:00 p.m. – 2:00 p.m.

Welcome

Lynette Rasmussen
Director, Office of Work & Family Life

Lunch Served

Introduction

Gregory B. Gardner
Deputy Director, Department of Workforce Services

2007 Work/Life Awards Presentation

Jon M. Huntsman, Jr.
Governor

Closing Remarks

Lynette Rasmussen
Director, Office of Work & Family Life

Workshops

2007 Work / Life Awards

10:00 a.m. — 10:50 a.m.

Workshop A

Corporate Child Care as an Asset

Presented by Hydee Willis and Lynette Rasmussen

Changing work/life environments provide opportunities and resources to create diverse options for child care centered within or around the work place. Options range from no-cost, such as free resource and referral information, to a variety of mid-range and a few high-end options like on-site centers. We will explore the available alternatives and benefits that will reward both employer and employee.

notes:

Workshop B

Exceptional Workplace Makeovers

Presented by Pamela Ballo

Have a workplace challenge you'd like help with? Is your company struggling to improve flexible work arrangements? Health & wellness? Are you facing retention or recruitment challenges? Does your manager not hear your concerns? Are your colleagues incapable of making a good decision? Whatever your challenge, we want to hear it. We'll address specific issues using the collective wisdom in the room and the guidance of a workplace expert to get you going in the right direction.

11:00 a.m. — 11:50 a.m.

Workshop C

Personality Profiles - Achieving Peak Performance

Presented by Brad Nygren

Learn about higher learning for working adults through this playful personality-based methodology. Walk away with a better understanding of yourself and your style and how to better communicate with people whose styles are different than yours.

thoughts:

*Based on what I learned today,
when I get back to the office I am going to . . .*

Workshop D

The Business Case for Flexible Work Arrangements

Presented by Von Madsen

The transition from a standard work environment to a flexible one can be tricky, as can taking your flexible work program to the next level. Come learn how flexibility pays off, how to get management on board and see ways your company can benefit today.

Lynette Rasmussen

Lynette Rasmussen is the Director of the Utah Office of Work & Family Life, Office of Child Care and Utah's State Child Care Development Fund Administrator. She has worked with legislators, community groups, employers, child care providers, and various state agencies to educate and develop support for quality child care and work/life policies.



notes:

Hydee Willis

Hydee Willis is president, CEO and founder of Creative Expressions, a 25 year-old family-run marketing, advertising and promotional products company. She has served as NAWBO President, UMLFC committee member, Chamber of Commerce Women's Business Advisory Board member, and on the Office of Child Care Advisory Board. Hydee is an advocate for small and minority owned business.



Pamela Ballo

Pamela Ballo, president and founder of Juxtapose, Inc., is a workplace and work/life specialist, providing expertise in organizational culture, assessment and best practices. As a senior consultant and veteran facilitator, Ballo has spent more than a decade working with organizations to create exceptional workplaces, focusing on aligning employee and business needs to improve productivity, recruitment, retention, commitment and the bottom-line.



Brad Nygren

Brad Nygren is the Program Development Manager for the Utah campus of the University of Phoenix. He has been teaching communication classes for the past four years. Throughout this time, Brad has maintained a "talent business" wherein he has been an on-camera and voiceover artist for various companies. He was the spokesperson for Skaggs Companies for 7 years, and has done numerous cameos in *Movies of the Week*.



thoughts:

Tomorrow, I'll call/email _____

and find out the best way to _____

Von Madsen

Von Madsen began working for ARUP Human Resources as an Intern in 1985, and has continued in various Human Resources capacities since. He is now Assistant Vice President and Human Resources Manager. Von has been an active leader in the Human Resources professional community, serving as President of Salt Lake SHRM and as Utah State SHRM Director.



And the 2007 Work / Life Awards Winners are...

The esteemed winners of the 2007 award are featured in the following pages. Awards were presented in three size categories, based on number of employees:

- Micro Companies: fewer than 50 employees
- Medium Companies: 50-500 employees
- Large Companies: over 500 employees

Micro Companies

DoxTek, Inc.

Years won: 1
264 West Center Street
Orem, UT 84057
801/356-2230
www.doxtek.com



Employee Comments

- "DoxTek is dedicated to helping its employees become well rounded individuals."
- "DoxTek is absolutely the best place to work! Everyone I talk to knows this—my hairdresser, my daycare provider —EVERYONE! We all get along so well and there is so much fun and humor here!"
- "I feel privileged to work for this company. This is the only company that I have ever worked at that I have been satisfied with my work, my benefits and who I work with. I truly enjoy every aspect of my company and everyone in it."

Utah Foster Care Foundation

Years won: 2
5296 South Commerce Drive, Suite 400
Murray, UT 84107
801/994-5205
www.utahfostercare.org



- "Family is very important to our company—our management has a very good view on what is important in this life."
- "We are constantly reminded that this is just a job, an important work, but our families come first. We are encouraged to use our leave time and do whatever we need to do to recharge our batteries."
- "This is the most positive company I have ever worked for. They are encouraging and I feel genuinely valued as a member of the team."

Medium Companies

Digital Draw Network

Years won: 1
10897 South Riverfront Parkway, Suite 300
South Jordan, UT 84095
801/302-3434
www.drawnet.com



Employee Comments

- "I had some personal challenges and asked for fewer responsibilities and in my request, I mentioned that I understood that my salary would be lowered. The company said 'No, it won't. Why would we abandon you when you need us the most? You have been a good employee, now it is time for us to support you. Let us know what you need.' How can you compete with that? Now I am back on my feet and they have a loyal, hard working employee."
- "I love the work environment. I love to come to work each day. I love that I am personally part of the growth of this company. I have seen it from nearly the ground up, so it's exciting to see the changes and growth. I have never had a job where I am so appreciated by my employer."
- "Our president and executives truly understand that employees are an investment. The more you invest in your employees, the better return you will see. Employees WANT to work hard for DDN. Our culture creates longevity with employees."

Futura Industries

Years won: 8
Building H-11 Freeport Center
Clearfield, UT 84016
800/824-2049
www.futuraind.com



- "I've received several hand-written cards from our president— wow! It makes it nice to know that your employer genuinely cares."
- "The best thing about working here is the people that I work and associate with. Everyone from the president to the janitor is treated the same."
- "They ensured that my education was paid for, even though I am a part-time employee. They let me know they are investing in me to become a future leader of the company."

2007 Work / Life Awards And the Winners are...

Medium Companies

Intermountain Financial Group/ Mass Mutual

Years won: 1

6340 South 3000 East, Suite 500
Salt Lake City, UT 84121
801/943-6277
www.intermountainfinancialgroup.com



Employee Comments

- "The work atmosphere is wonderful, along with the ethical standards of the people we work with. Our products are phenomenal. It's just a great place to work!"
- "Our management team is very supportive of the staff and all that we do, and will do anything for us in a heartbeat."
- "As a working mom, I love how flexible my schedule is – I can take time whenever I need it. Of course, when there is a BIG project going on, my loyalty to the company means I return the favor and put in extra time to get things done."

The Leavitt Group

Years won: 1

216 South 200 West
Cedar City, UT 84720
435/586-6553
www.leavitt.com



- "I love the environment here at work! Everyone from the managers to the employees are great to work with. Everyone helps each other. I really like getting up in the morning and going to work!"
- "Our CEO is willing to do anything he hires each of us to do – that's integrity."
- "We work for people that understand a need for balance between business and personal life. The Leavitt family is generous, personable, & affords you great autonomy. They celebrate your successes and help you in times of need. I can honestly say that the Leavitt family cares about every individual that works within our organization."

Nicholas & Company, Inc.

Years won: 6

5520 West Harold Gatty Drive
Salt Lake City, UT 84116
801/531-1100
www.nicholasandco.com



- "I have used the on-site Nicco kid's room multiple times and it has given me peace of mind knowing my child is safe. It has allowed me to concentrate on my work without jeopardizing the well-being of my child! I love this company!"
- "We have a Community Service Leave Policy which allows me to volunteer in Guatemala. I have never had this at any other company - it is terrific!"
- "I am 100% loyal to my manager and Nicholas & Company because I understand that what I do has value."

Redmond, Inc.

Years won: 6

475 West 910 South
Heber City, UT 84032
866/312-7258
www.redmondinc.com



- "Any and every book that I am interested in reading, Redmond pays for 100%. I have never read so many books in such a short time in my life. Working at Redmond has been the best education I have ever received."
- "Work is a blast here. Whenever we have business meetings, without fail there is always some recreation mixed in. You have never seen a company like Redmond where people are actually trying to get themselves invited to meetings - at most companies, people dread meetings. I can't wait for them at Redmond."
- "Redmond is REAL. Redmond supports me to be me. Redmond influences me for good - I am expected to read, learn, and improve myself daily. If only everyone could experience working for a company like Redmond."

Roofers Supply

Years won: 1

3359 South 500 West
Salt Lake City, UT 84115
801/785-5522



- "I can not express how this company stands heads above all of the other companies I have worked for in my career. It truly is second to NONE in the way it manages its people."
- "There is a very healthy atmosphere here. While the employees are trained to do their jobs, they also feel free to be part of a fun and relaxed work environment. I truly believe this (among other things) helps the company on its strong growth pattern."
- "The family dynamic and the ability to have a balance between work and life is the best thing about this company. We have great benefits, a strong 401(k) plan, and the best people!"

Large Companies

1-800 CONTACTS

Years won: 4

66 East Wadsworth Park Drive
Draper, UT 84020
800/266-8228
www.1800contacts.com



Employee Comments

- "I've never worked for a company where you can basically write your own schedule."
- "We have an amazing gym and fitness program. I am always in shape because of these incentives and wouldn't want to work anywhere else because of them."
- "I think the overall culture is amazing. There are fantastic benefits and fun activities which attracts the best people to the job. The people really make it a wonderful place to work."

And the 2007 Work / Life Awards Winners are...

Large Companies

Employee Comments

America First Credit Union

Years won: 1

1344 West 4675 South
Riverdale, UT 84405
800/999-3961
www.americafirst.com



"My school schedule for my last semester is completely inflexible, yet the company is willing to work around it and is almost as excited as I am that I will be graduating."

"The working environment is awesome. I really believe they care about me. It feels right coming to work each day."

"I would never work for a company that does not work for me. America First works with me all the way."

ARUP Laboratories

Years won: 7

500 Chipeta Way
Salt Lake City, UT 84108
801/583-2787
www.aruplab.com



"My job allows me to be able to attend any/all functions through flexible start/end times and being able to work from home when necessary. It's a PERFECT fit!"

"Work and family are balanced better than any other place I have ever worked. This is the ideal environment for academic/professional productivity."

"I feel that it is a privilege to work for such a wonderful company that truly cares about its employees' needs and well-being."

Citi Cards

Years won: 2

2195 North University Park Blvd.
Layton, UT 84041
801/779-7000
www.citi.com



"The best thing about working for this company is all the opportunities to balance our work and home lives – we are encouraged to put family and community first."

"It's the best place I have been employed! I like to get up everyday and come to work! I enjoy the executives coming to visit us all."

"The culture and values of this company are perfect. The responsibilities the company and employees have to themselves, each other and the community are always included in decisions. I would never consider working anywhere else."

Mountain America Credit Union

Years won: 3

7181 South Campus View Drive
West Jordan, UT 84084
801/325-6228
www.mtnamerica.org



"We definitely have fun at work. We love to laugh and have a good time. The way the company shows its appreciation really makes you feel like you are a part of something, not just an employee."

"I have worked in this industry for over 20 years and have worked for 3 different financial companies and none of them even compare to MACU's positive culture."

"It is the whole package: great benefits, an excellent working environment, being able to serve the community, programs to help you be stronger physically & mentally, and being around people who like what they do."

Regence BlueCross BlueShield

Years won: 8

2890 East Cottonwood Parkway
Salt Lake City, UT 84121
801/333-2100
www.ut.regence.com



"Aside from the competitive salary and benefits, I appreciate the flexibility and trust that I experience when working here. Because the company is willing to work with me and meet my needs, I want to do my best for the company."

"From the daycare, credit union, tuition, classes, cafeteria, and parking, the company encourages personal growth and community awareness, and you are able to work and have a family without feeling unbalanced."

"The best thing about this company is that the leaders are courageous in their decisions to do the right things. They walk the talk and they make choices for the right reasons."

US Synthetic Corporation

Years won: 1

1260 South 1600 West
Orem, UT 84058
801/235-9001
www.ussynthetic.com



"My boss is fabulous about making sure I can take some time off if I need a break. The president sets the tone for this - he is great too."

"The company really cares about our health. We have health club memberships, subsidized meals, weight watchers is paid for and we get lots of info on how to be healthy."

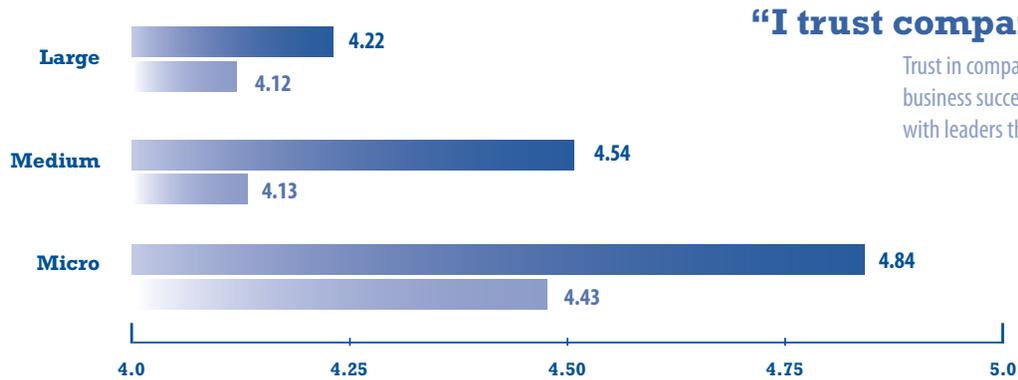
"US Synthetic is very family oriented. We receive health coverage without any premiums and have some of the best plans in the country. Each employee also receives generous company-paid life insurance policies."

Winners Data and Trends

Three Key Indicators of the Best Workplaces

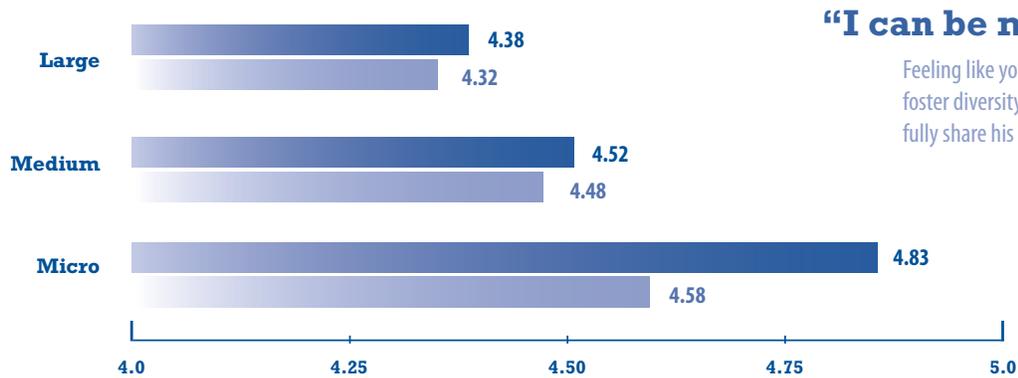
Employees were asked to score the following three statements on a 1-5 scale, where 1=strongly disagree and 5=strongly agree. Scores were averaged by company size.

 Winners
 Runners-up



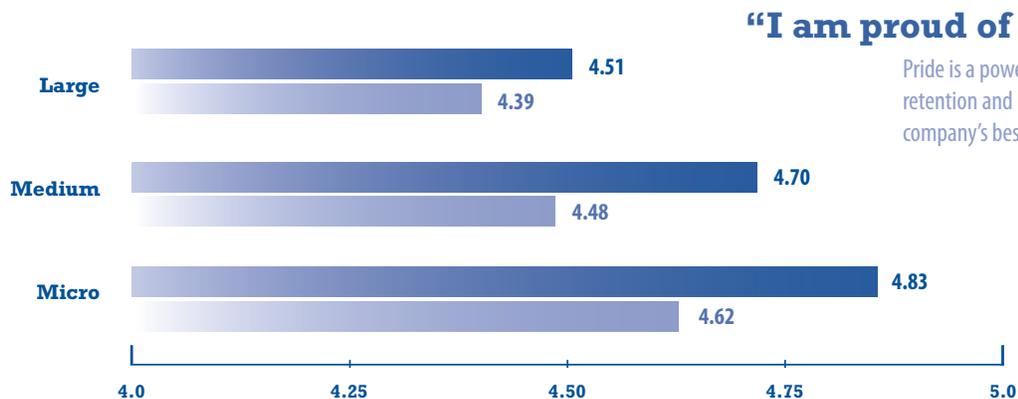
“I trust company leadership”

Trust in company leadership is crucial to business success—employees perform best with leaders they trust.



“I can be myself at work”

Feeling like you can be yourself at work helps foster diversity, enabling each employee to fully share his or her unique talents and gifts.



“I am proud of this company”

Pride is a powerful motivator, impacting retention and loyalty—employees are often a company’s best ambassadors.

2007 Work / Life Awards Best of the Best

Best Wellness

notes:

DoxTek, Inc. supplies employees with a membership to a local gym, but knowing that people tend to work out more with a buddy, each employee gets 2 memberships—1 for themselves and one for a family member, like their spouse, partner or mom!

Employees at **Digital Draw Network** can unwind and rid their bodies of stress with free, on-site massages.

Futura Industries provides fruit, healthy snacks and drinks free of charge to employees, to the tune of \$60,000 in one year—those Futura folks sure work hard!

US Synthetic Corporation provides Gold's Gym and The Climbing Gym memberships for all employees and their family members—employees pay a \$30 annual fee and the company pays the rest. The company also brings in \$6 lunches that employees can buy for \$3.

As part of its Health Savings Account matching program, **Redmond, Inc.** sponsored a series of book reviews for associates and their families centered around a group of health related books selected by the CEO.

At **1-800 CONTACTS**, wellness is a way of life—the on-site wellness center has dozens of classes and workshops and the kitchen offers full meals subsidized up to 80%. Beverages, cereal, bread and fruit are free. The wellness center and kitchen partner on the “Fruit of the Month” program, showcasing one special fruit, providing nutritional information and copious amounts of the item.

Regence BlueCross BlueShield of Utah has new wellness offerings, including Regence Rewards Plus, where employees earn points redeemable for gift cards for making healthy choices, and the My Regence web tool to help employees be aware of their current health, the choices they make and the impact on their future.

Employees at **Citi Cards** can receive a free health screening at their annual Health and Wellness Fair. Employees often walk around the outside of their building on breaks, knowing that six laps equals one mile.

ARUP Laboratories offers twenty-three group exercise classes every week with some of the daily classes being 15 minutes in duration to help employees fit exercise in on their company-paid breaks. Classes include: Abs/Core, Strength Training, Tai Chi, and Pilates.

Best Continuous Improvement

Every other month 1/6 of **Mountain America Credit Union** employees are surveyed and the response rate is over 85%. The survey measures employee loyalty, their level of engagement and the balance between their stress and their passion.

When an employee survey at **Nicholas & Company, Inc.** showed that team members desired more flexibility during the summer months, the company responded swiftly, offering a 4/10 schedule, providing employees with an extra weekday off. The program was so successful that some departments chose to use it year-round.

Each month the **Citi Cards** Employee Site Council meets to discuss issues relating to creating a positive, healthy work environment and increasing employee satisfaction.

When an employee at **Mountain America Credit Union** submits a suggestion that saves the company money or allows the company to better perform their core functions, that employee receives a portion of the savings or profit of that decision.

thoughts:

*What does my company
do really well?*

Best Family Care

notes:

When employees at **Utah Foster Care Foundation** are faced with the death or serious illness of a loved one, they can take up to three days of Compassionate Leave, and if they must travel long-distance, the leave can be extended by up to five days.

Futura Industries conducted a feasibility study and found that on-site child care was not the best option for its workforce, so they are working with local care givers to reserve spaces and offer them to employees at a discount.

Nicholas & Company, Inc. has a new Mother's Room to ease the transition back to work for new moms. The room is equipped with a rocking chair, counter space for changing, refrigerator, CD/radio, sink, and bulletin board for new baby pictures.

It's not surprising that 99% of employees at **US Synthetic Corporation** are enrolled in the company

health insurance plan—the company pays 100% of the premium for employees and their families.

With an increasing number of employees facing elder care responsibilities, **Regence BlueCross BlueShield of Utah** offers SeniorAdvocate benefits including: expert legal, financial, tax and adult care assistance.

Citi Cards' new benefit "Just In Time" assists with the cost of last-minute child or elder care costs. Once employees enroll in the free program, they can get reimbursed for costs when their regular care falls through.

ARUP Laboratories offers a breadth of benefits to employees and their spouses/domestic partners/ family members, including adoption-cost reimbursement, a free health clinic, discounts on auto, home and pet insurance and free lab tests for family pets. Employees working 20 or more hours are eligible for benefits.

Best Going the Extra Mile

When an employee at **Futura Industries**, had a death in the family and needed to quickly travel to her home country, the company provided an emergency loan, arranged and paid for travel, and provided an extended amount of time off to make the trip. Many employees also donated vacation time so that the employee would have extra paid time off.

Nicholas & Company, Inc. employees can now drive home in sparkling clean cars—the company has added an on-site auto detailing service for employees.

When a new employee joins the team at **Intermountain Financial Group/Mass Mutual**, the company sends flowers to the new employee's home, with a note thanking their family for supporting the career change.

Doing construction and roofing work, employees at **Roofers Supply** tend to get pretty dirty. To make things easier, the company provides clothing, a clothing allowance and laundry services.

At one point last year, when there were financial decisions to make, executives at **1-800 CONTACTS** refused their own raises so that all other employees would receive pay increases.

The Leavitt Group raised almost \$400,000 for a cancer treatment center in Cedar City through employee contributions and company matches. Due to the large amount of money raised, naming rights were granted. The new center will be called the Sandra Maxwell Cancer Treatment Center, named after a secretary and cancer survivor who has worked at the company for many years.

thoughts:

I want to learn more about:

2007 Work / Life Awards Best of the Best

Best Learning

notes:

As part of its commitment to develop a company library, **Redmond, Inc.** purchases personal development, leadership-related, and business books for any associate willing to read them.

Futura Industries encourages employees to continue school, providing tuition reimbursement of \$2,500 per year up to \$10,000. Dependents of employees can apply for scholarships of \$1,600 per year, and no one has been denied.

Each year the staff at **Intermountain Financial Group/Mass Mutual** plan a company-paid trip to another similar company to learn best practices and then take a few days to sightsee. This year, employees went to New York, and last year to Boston.

At **The Leavitt Group**, all employees are asked to spend at least 50 hours a year in professional develop-

ment courses, with the company picking up the entire check. Part of each employee's bonus is based on reaching this goal.

One of the ways **US Synthetic Corporation** keeps an eye on employee morale is by tracking the number of employee suggestions received and implemented—there were over 1,600 last year!

ARUP Laboratories' tuition plan is available to any employee working at least 20 hours per week. Tuition and books for job-related programs are 100% covered, while other degree programs are covered 75%. For employees with two or more years at the company, family members can have 50% of their tuition covered as well. For some courses, ARUP pre-pays fees, rather than reimbursing employees later.

Best Words to the Wise – Winners Own Words

Futura Industries: In order to have great results and sustain them, you must capture the minds and hearts of all of your employees. If they are not engaged, every day, in accomplishing company objectives, your success will not be long-lived. When you help employees with their personal issues and they know that you are genuinely invested in their success, they will be much more engaged.

Redmond, Inc.: At Redmond many associates have adopted a saying that, "We all rise together and we all fall together". This saying applies as much to the economic success of the company as it does to the economic success of individual leaders and the work/life success of all associates.

Nicholas & Company, Inc.: Work/life balance is the foundation upon which we have built our culture. We understand that this balance is not just good for team members but makes the company more productive and a better place to work.

The Leavitt Group: We want our employees to be healthy, not only because it saves money, but because it is just a better, happier way to live. Our last company conference included a special health fair to increase awareness and teach effective methods for keeping healthy.

Best of the Best

Best Community Spirit

notes:

At **Redmond, Inc.** employees are paid for 24 hours of community service, and many employees use that time to coach youth sports teams, volunteer with the local fire department or be on-call for the search and rescue team.

During the "Get Cozy Food Drive" team members at **Nicholas & Company, Inc.** who brought in donations for the Food Bank got to wear their pajamas to work. The HR department started cooking breakfast at 8:30 Thursday night and finished at 10:00 am Friday morning to accommodate all shifts and thank everyone who participated.

At **Intermountain Financial Group/Mass Mutual**, community involvement is a high priority—one highlight of 2006 was "Bikes 4 Kids" in which new bikes were given to 1,000 underprivileged children.

Roofer's Supply takes food drives seriously, bringing in 26,000 pounds of food in one drive. When a com-

munity member or client donates a bag of food, the company thanks them with a new sweatshirt.

The Leavitt Group has a unique program called Hour to Empower, where employees can make deductions through their paychecks to support a company-adopted village in Bolivia. The company also sponsors an 11 day, 15-25 person excursion every 6 months to the village for a group of employees and their spouses, even offering several scholarships.

1-800 CONTACTS passes on its devotion to community service to future generations, when the kids attending Bring Your Daughters and Sons to Work Day chip in to assemble care packages for the Ronald McDonald House.

Citi Cards gives each employee a full day of pay every year to volunteer at any organization of their choice, and offers a \$500 grant to a charitable organization if an employee volunteers at least 50 hours per year.

Best Time Off

At **Nicholas & Company, Inc.** new team members don't need to wait to accrue time off benefits—from day one, they can take new baby, enhanced bereavement, or holiday leave as needed. New baby leave is for new moms and dads celebrating a birth or adoption.

Employees at **1-800 CONTACTS** can earn up to 12 extra paid days and 36 extra unpaid days off a year (in addition to their vacation/sick time), through the points they accumulate for things like showing up at work, being themselves, or being on time for their shift.

Employees at **Utah Foster Care Foundation** can carry two weeks of PTO over after their first year, which means by year two, it is possible to have up to seven weeks of PTO available.

Citi Cards employees are eligible for time off on their first day of work and are granted 13 days of planned time and 6 days of unplanned time upon hire, eventually reaching 28 total days off. Another special time off feature is 8 weeks paid adoption leave.

At **America First Credit Union**, if you need to use FMLA, but don't yet qualify, there is no need to worry—the company will still grant you 4-6 weeks of unpaid leave and your job will be waiting for you when you return. If you were full-time before your leave and want to return part-time for a while, that's okay too.

thoughts:

Which best practice areas does my company need to focus on?

2007 Work / Life Awards

Best of the Best

Best Benefits

Nicholas & Company, Inc. team members looking to expand their families can receive up to \$2,500 towards fertility treatment or adoption costs.

Regence BlueCross BlueShield offers adoption reimbursement of up to \$4000, domestic partner benefits, benefits to any employee who works 20 hours a week and coverage for dependent children up to age twenty-six.

Citi Cards has a wide scope of benefit choices, including: 7 medical plans, 3 dental plans, vision, health care flexible spending account, dependent care flexible spending account (child and elder care), transportation reimbursement, pension, 401(k), and Citigroup Ownership Program (COP) which provides employees complimentary stock ownership.

1-800 CONTACTS has gone five years in a row with a zero percent increase in its health insurance premiums.

notes:

Best Company Culture

A clear head is a good thing, and employees at **DoxTek, Inc.** are fortunate—the company gives every employee a half hour off to do whatever they like, everyday.

All employees gather each month at **Digital Draw Network** for a company-sponsored lunch to update everyone on the state of the company and new business developments.

Redmond, Inc.'s CEO takes primary responsibility for setting the tone for their culture. The title on his business card reads: "Chief Energizing Officer, Director of Philosophy, Minister of Culture, Insight & Futuring Manager."

At **Futura Industries** the president knows every employee by name as well as their family members' names and she keeps up on what's going on in their lives. Everyone at Futura knows that they play a crucial part in the success of the company.

Once a year, employees at **Intermountain Financial Group/Mass Mutual** don tuxes and gowns for a formal celebration with employees and their partners. Entertainers are brought in to create a festive atmosphere and employees receive bonuses and gifts.

1-800 CONTACTS focuses on helping employees balance life, work and play in a myriad of ways including: free health screenings for employees and their families, on-site massages and an on-site fitness center, and friendly competition in their corporate games.

America First Credit Union has its own 501(c)3 charity, the Care-A-Lot Fund, organized by employees. Through this charity, employees can help one another when catastrophic events happen. Employees make tax deductible contributions which have been used to help other employees with: mortgage payments, funeral costs, groceries, household bills, medical bills, and Sub for Santa Assistance. Employees can also donate unused time off.

thoughts:

What does my company need to do better this year?

Best Small Gesture that Goes a Long Way

notes:

At **DoxTek, Inc.**, employees nominate their peers for the esteemed employee of the month award, and the winner gets an extra half-day off of work.

Digital Draw Network has a full size kitchen with 3 ovens, 3 refrigerators, a dishwasher and vending machines. Employees are given \$5 worth of quarters each month, and vending machine drinks are only 25 cents.

This past year **Futura Industries** had several record months and quarters—the company president walked around and handed out \$100 bills in addition to quarterly bonuses to thank employees.

At **Roofers Supply**, every month they host Free Food Friday where the company offers lunch to all customers and team members.

Each time an employee at **The Leavitt Group** welcomes a new baby into their family, they receive a letter from the CEO and a check for \$50 called “Dane’s Diaper Fund,” named after the CEO.

Citi Cards employees have access to discounts on lots of things, including: auto loans, cars, home equity loans, mortgage loans, student loan balances, home and auto insurance, wireless phone service, child care centers, and cultural events and exhibits.

At **Futura Industries** they go to great lengths to keep employees healthy—during high customer demand times, staff monitors the amount of overtime employees are working to make sure they don’t overdo it.

Best Bonuses of Winning the Award – Winners Own Words

Redmond, Inc.: Many of our customers have developed an interest in our work/life practices. These practices have created opportunities for discussion and have influenced many of our customers to make changes in their own companies. As ideas have been exchanged, customer relationships have been enhanced and strengthened.

Futura Industries: Potential Futura employees know that a company that achieves this award is serious about its employees’ needs. The process itself also keeps our

focus on work/life issues and gives us experiences with other companies that have great practices. Customers, employees, and suppliers all want to be associated with a company that is doing great things with its employees.

ARUP Laboratories: Our association with the Utah Work/Life awards has been very positive for us, both with applicants and customers. ARUP has received media coverage and a large amount of our applicants want to work at ARUP because of our reputation and benefits.

Best Fun

In addition to the annual flag-football game, **Intermountain Financial Group/Mass Mutual** employees can enter the annual arm-wrestling competition.

At **The Leavitt Group**, employees can pool together and rent the company plane for personal use.

During its busiest time of year, **Roofers Supply** closes its doors at noon mid-week, pays everyone for a full day, and takes employees and their families to Raging Waters for a volleyball tournament, arm wrestling competition, bingo and a raging BBQ.

2007 Work / Life Awards Best of the Best

Best Sharing Own Services

Sending clients “we appreciate you” gift baskets is part of the culture at **Digital Draw Network**, and appreciating employees is no different—employees receive elaborate “thank you” gift baskets from the company five times each year.

Employees at **Mountain America Credit Union** have access to a free credit counseling service for help consolidating debt, budgeting and reaching their

financial goals. Origination fees (10% of the loan) are waived for employees and they have access to lower rates as well.

America First Credit Union participates in “100% for Kids,” a Utah credit union charity that gives funding for classrooms throughout the state. Employees can shore up their own financial condition through in-house financial counseling.

notes:

Best Flexibility

In addition to the standard shifts, employees at **US Synthetic Corporation** can opt to work three-12 hour days, and then enjoy four days off.

1-800 CONTACTS has a new electronic scheduling tool, where employees can post their schedule to a time off board and then others can go in and pick up their shift—all online.

Regence BlueCross BlueShield of Utah offers a variety of flexible work arrangements, varying through departments, including job-sharing and a cottage worker program for those folks who work out of their homes.

Best Partnering with Other Award Winners

Nicholas & Company, Inc. partnered with **BlueCross BlueShield of Utah** to offer Nicholas & Company team members a free health coaching program. Employees and their families were given health risk assessments. If they completed the assessment they were mailed a free pedometer and exercise log and contacted by a BCBS health coach. The coach assigned to them was charged with walking them through life changing goals such as smoking cessation and weight loss. In addition to the health coaching program, BCBS offers a variety of discount services for Nicholas & Company team members.

ARUP Laboratories built a new on-site child care center during 2006— it opened in February 2007. **Regence BlueCross BlueShield of Utah**, who has had a successful on-site center for years, graciously opened its books and shared its resources, serving as a mentor to help ARUP get its center up and running.

thoughts:

We will win the 2008 Award if
we _____

and to get us started, I am
going to _____

Best Work Environment

notes:

At **Utah Foster Care Foundation** they start training 'em young—employees with new babies can bring the infants to work with them until they are 4 months old—employees say there is no shortage of loving arms wanting a turn to hold their future employees.

At **Mountain America Credit Union** the buildings are carefully crafted to be a warm atmosphere where people can work and members can do business. The corporate office has a state of the art filtration system to

keep employees healthy, and stairwells are surrounded by windows to make it appealing to take the stairs.

In an effort to promote ecological awareness and help employees financially, **ARUP Laboratories** purchased an annual Eco-Pass for every employee, arranged for shuttle service from the Trax station to their offices and in between their offices (so employees don't have to drive), and make extensive efforts to recycle, reduce and reuse.

Best Planning for the Future

Employees at **Utah Foster Care Foundation** can enjoy having 12% of their salary socked away in the company's 401(k) without contributing a dime—the company makes the contribution and then employees can add to it if they like.

At **Redmond, Inc.** employees have excellent options to help them save and invest money, including company savings accounts, company notes, and company annui-

ties. These plans offer interest rates of up to 6.5% above federal lending rates. These are available to both full and part time employees.

Employees at **The Leavitt Group** don't have to calculate out a matching 401(k) option—the company contributes approximately 15% of employees' salaries annually to each employee's retirement account.

Best "We Trust You"

Redmond Inc.'s internal FAQ Manual says: "The statements contained in this publication are not a substitute for common sense and well-reasoned personal judgment. Consistent with Redmond's culture, associ-

ates are expected to act autonomously according to the Company's guiding principles and shared values, exercise reasonable judgment, and endeavor to do what makes sense in each situation."

Companies to Watch

These companies are our 2007 Runners Up. They are close on the heels of the winners and have some outstanding practices, which are highlighted below.

Micro Companies

Best Practices

Classic Construction Services, Inc.

Construction
Provo, UT

www.classicconstructionservices.com

- Tickets to local University football and basketball games are given out to employees and their families
- Through the Goal Program, employees set personal/business goals in areas such as physical, spiritual, financial; if all goals are met employees and a family member earn a trip—this year it was to San Francisco
- Monthly employee recognition meals are one way employees are thanked for working at CCS
- On an employee's wedding anniversary, gift certificates for dinner and a movie are mailed to their home

New Dawn Technologies

Computer Technologies
Logan, UT

www.newdawntech.com

- A Brain Day Award is given to the best employee idea each month—the award includes a \$20 gift certificate to a local restaurant
- Employees' children are welcome at the office anytime and often show up to do homework after school lets out
- Each Halloween employees, families and friends celebrate with candy, pizza and soda for all, and a professional photographer takes pictures for free
- New Dawn pays for 75% of all medical and dental insurance for employees and their families

Sewell Direct

Computer Hardware
Orem, UT

www.sewelldirect.com

- Sewell employs many students, so the company works diligently to adjust employee schedules when school starts
- Employees are always encouraged to give their input and to offer suggestions at work and are rewarded for successful ideas
- Employees are supplied with the latest in high tech devices to help make their jobs easier
- Salaried employees are provided a partial reimbursement of medical costs incurred with childbirth

Universal Accounting Center

Accounting Trade School
Salt Lake City, UT

www.universal-accounting-center.com

- Employees are given a full paid day off to volunteer at a non-profit organization
- A panel of employees meets regularly to seek the best health care plan with the most affordable rates for employees
- Each month, employees participating in self improvement efforts can write a brief essay on what they've learned and be eligible to win prizes
- Full-time employees receive \$300/month to use toward health care premiums—employees decide where the money goes

Medium Companies

Best Practices

Prosper

Proprietary Education
Provo, UT

www.prosperlearning.com

- Personal loans are available to employees who experience financial hardship
- An elder care assistance program provides counseling, assessment, referrals, information, and care support to employees and their families
- Recently spent nearly \$1 million to renovate their offices to create a more inviting and professional workplace

Utah Community Credit Union

Financial Institution
Provo, UT

www.uccu.com

- The company medical plan includes adoption cost reimbursement and domestic partner coverage
- Employees have free use of community health centers
- Tuition assistance is offered after 2 years full-time employment
- Employees receive a pension plan, which the company funds at 10% of the employee's annual salary
- The "Success Share" annual bonus is paid to all employees based on service ratings

Companies to Watch

Westminster College

Education
Salt Lake City
www.westminstercollege.edu

- A new paid parental leave plan offers either a reduced work load over one year or a complete leave of absence for 6 months at 80% pay
- Offers full tuition reimbursement for all employees and qualified dependents paired with flexible schedules to support day-time classes
- The campus volunteer center coordinates service projects for employees
- A free annual health fair provides screening tests, health and nutrition information and flu shots

Large Companies

Best Practices

Comcast

Communications Technology
Sandy, UT
www.comcastutah.com

- Every employee receives eight hours of paid time each year to serve the non-profit organization of their choice
- Program costs are partially reimbursed for employees working to improve their health through a gym membership, smoking cessation, pre-natal, first aid and/or weight management classes
- Tuition reimbursement of up to \$5,250 per year
- Employees enjoy company products and services, including: free digital cable; free high-speed Internet; and discounted digital telephone service

L-3 Communications

Communications Technology
Salt Lake City, UT
www.l-3com.com

- All employees have every other Friday off
- On-site lockers, showers and fitness room make it easy for employees to exercise during the day
- A vision service plan is available free of charge to all employees
- Full tuition reimbursement and a stipend for books and class fees are available to employees who work at least 20 hours per week
- Any employee can give or receive a Thanks a Bunch (TAB) award to honor someone who gave assistance or went out of their way. Awards are worth \$5 in the company store and can be saved up for big ticket items

University Health Care

Health Care
Salt Lake City, UT
www.uuhsc.utah.edu

- Spanish-speaking staff were added to the on-site medical clinic to assist the large population of Spanish-speaking employees
- Offers 50% tuition reduction for eligible employees and their families
- A special office helps parents not using one of the on-site child care centers to find the best care near work or home
- On-site employee service center, Positively U, provides merchandise, discounts, and concierge services
- Thank you cards are placed throughout the hospital and can be completed by any employee, patient or visitor

Zion's Bank

Financial Institution
Salt Lake City, UT
www.zionsbank.com

- A fully staffed Learning and Development Center offers free courses such as finance, credit, sales, leadership and diversity
- Discounts on loans combined with financial benefits put home ownership and financial stability within reach for employees
- Each week, three peer-nominated Star Employees are announced bank-wide and receive \$100 bonuses
- Employees are able to share feedback and ideas anonymously through the online tools "The Employee Voice" and "Einstein"
- Employees have tremendous flexibility through flextime, compressed workweeks, job sharing and telecommuting
- Benefits are offered to employees who work as few as 20 hours per week

The Next Frontier 2008 Awards

We are excited to announce that the 10th Annual Work/Life Awards are going to showcase a new approach and new ways of recognizing Utah's Best Places to Work.

Aligned with the original mission of the award, to educate companies and create a growing community of exceptional workplaces that share best practices, a new application process, expanded celebration and innovative awards will be given. We are collecting input from past and present participants and subject matter experts to incorporate into our new design.

We will be establishing new award categories, and while respecting those companies that have been repeat winners, we will be creating room for new winners to emerge. The application process and timeline will be streamlined.

If you are already part of our database, you will receive award updates as they are available. If you would like to be added to our database, please send your company contact information, including:

- Company name, address, and phone number
- Two contact names, email addresses and phone numbers

Send info to: worklife@utah.gov or call 801/526-4321. We look forward to your participation.

Contact Information

The Utah Work/Life Awards are a collaboration between the Department of Workforce Services/Office of Work & Family Life and Juxtapose Work/Life Consultants. If you have any questions regarding this award or would like further information, please contact:



Department of Workforce Services
Utah Office of Work & Family Life
Project Lead: Lynette Rasmussen
Phone: 801/526-4340
Email: worklife@utah.gov

The Office of Work & Family Life provides information, resources and support to help improve the economic stability and well-being of Utah children and families.



Juxtapose Work/Life Consultants
Project Lead: Pamela Ballo
Phone: 415/339-8721
Email: info@juxtaposesf.com

Juxtapose Work/Life Consultants specialize in organizational assessment, workplace best practices and culture. Juxtapose will help your company accurately assess your organizational needs, and develop and integrate your employee strategy with your business goals to create an exceptional workplace.

Department of Workforce Services / Office of Work & Family Life • 140 East 300 South, Salt Lake City, Utah 84111 • 801/526-4340 • toll free 800/622-7390 • jobs.utah.gov

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities by calling: 801/526-9240.

Individuals with speech and/or hearing impairments may call Relay Utah by dialing 711. Spanish Relay Utah: 888/346-3162