

Elder Care

Health and Wellness

Community Involvement

Education

Flexible Work Arrangements

Best Pet Care

Best Employee Donations and Loans

Family and Flexible Benefits

Healthy Work Environment

Best Employee Recognition

Child Care

Best Handling of the Economic Downturn

Living a Balanced Life

Environmental Awareness

Time Off

Best Use of Company Products



11th Annual

Utah Work/Life Awards

Welcome!

We celebrate the 11th Annual Work/Life Awards. This year there was an impressive number of applicants and we are happy to recognize 25 outstanding companies!

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And the Winners Are...

2009 WORK/LIFE AWARDS

The winners of the 2009 Awards are featured in the following pages. Awards were presented in three size categories, based on the number of employees.

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

MICRO Companies		Industry / # of Employees	Years Won	Location
Brown and Caldwell		Engineering 14	1	6955 Union Park Center, Suite 270 Midvale, UT 84047 (801) 361-9800 www.browncaldwell.com
Cirque Corporation		Technology 41	2	2463 South 3850 West, Suite A Salt Lake City, UT 84120 (801) 467-1100 www.cirque.com
The Employers Council		Service 9	1	176 West 200 South, Suite 2005 Salt Lake City, UT 84101 (801) 364-8479 www.ecutah.org
Powerquip Corp.		Manufacturer's Rep 8	1	60 East Gentile Street Layton, UT 84041 (801) 546-6262 www.powerquip.net
Q90 Corporation		Custom Software Development 15	1	224 South Main Street, Suite 205 Springville, UT 84663 (801) 491-0705 www.q90.com
Statera		Information Technology 9	1	6965 Union Park Center, Suite 430 Cottonwood Heights, UT 84047 (801) 676-2446 www.statera.com
Utah Foster Care Foundation		Child Welfare 34	4	5296 South Commerce Drive, Suite 400 Murray, UT 84107 (801) 994-5205 www.utahfostercare.org

And the Winners Are...

2009 WORK/LIFE AWARDS

MEDIUM Companies	Industry / # of Employees	Years Won	Location
Access Development 	Affinity Marketing 138	1	1012 West Beardsley Place West Valley City, UT 84119 (801) 656-1498 www.accessdevelopment.com
Cirris Systems Corporation 	Manufacturing 53	1	1991 West Parkway Boulevard West Valley City, UT 84119 (801) 973-4600 www.cirris.com
Equitable Life & Casualty Insurance Company  ... Committed To Caring Equitable Life & Casualty Insurance Company	Insurance 158	1	3 Triad Center, Suite 200 Salt Lake City, UT 84180 (801) 579-3400 www.equillife.com
Futura Industries  FUTURA INDUSTRIES	Manufacturing 189	10 	Building H-11 Freeport Center Clearfield, UT 84016 (801) 774-3289 www.futuraind.com
Goldenwest Credit Union 	Credit Unions 249	1	5025 South Adams Avenue Ogden, UT 84403 (801) 621-4550 www.gwcu.org
The Leavitt Group 	Insurance 178	3	216 South 200 West Cedar City, UT 84720 (435) 586-6553 www.leavitt.com
Marriott Vacation Club International Owner Services 	Hospitality 480	2	310 Bearcat Drive Salt Lake City, UT 84115 (801) 468-4178 www.vacationclub.com
The MGIS Companies, Inc. 	Insurance 79	2	1849 West North Temple Salt Lake City, UT 84116 (801) 990-2400 www.mgis.com
Pepsi Bottling Group  Pepsi Bottling Group	Beverage 223	1	3388 West 1987 South Salt Lake City, UT 84104 (801) 972-7404 www.pbg.com

And the Winners Are...

2009 WORK/LIFE AWARDS

MEDIUM Companies	Industry / # of Employees	Years Won	Location
Software Technology Group 	IT Consulting 125	2	555 South 300 East Salt Lake City, UT 84111 (801) 595-1000 www.stgutah.com
Spillman Technologies 	Public Safety 203	2	4625 Lake Park Boulevard Salt Lake City, UT 84120 (801) 902-1200 www.spillman.com
ThomasArts  thomasARTS	Marketing 98	1	240 South 200 West Farmington, UT 84025 (801) 451-5365
LARGE Companies	Industry / # of Employees	Years Won	Location
1-800 CONTACTS 	Wholesale-Retail 849	6 	66 East Wadsworth Park Drive Draper, UT 84020 (801) 316-5408 www.1800contacts.com
ARUP Laboratories 	Health Care 2400	9 	500 Chipeta Way Salt Lake City, UT 84108 (801) 583-2787 www.aruplab.com
CHG Healthcare Services, Inc.  CHG Healthcare Services	Staffing 750	1	6440 South Millrock Drive, Suite 175 Salt Lake City, UT 84121 (800) 466-0637 www.chghealthcare.com
InterContinental Hotels Group 	Hotel Reservations 736	1	1275 West 2240 South Salt Lake City, UT 84119 (801) 975-3000 www.ihg.com
Nicholas & Company, Inc. 	Foodservice 530	8 	5520 West Harold Gatty Drive Salt Lake City, UT 84116 (801) 531-1100 www.nicholasandco.com
TURN Community Services 	Human Services 600	2	850 South Main PO Box 1287 Salt Lake City, UT 84110 (801) 359-8876 www.turncommunityservices.com

Legacy Distinction

2009 WORK/LIFE AWARDS

For companies that have demonstrated full commitment to workplace excellence, we award the Legacy Status. Companies that met all Legacy criteria answered additional questions on their Award Applications. The criteria they had to meet included:

- ★ Winning the Utah Work/Life Awards for 5 years (not necessarily consecutively)
- ★ Taking an active leadership role in the workplace excellence business community
- ★ Supporting the mission of the Work/Life Awards by:
 - sharing best practices with other companies
 - hosting strategy and planning events
 - introducing new companies to the awards
 - helping new companies navigate their way

We are delighted to announce those companies with the esteemed status of 2009 Utah Work/Life Awards Winner, Legacy Company:

1-800 CONTACTS

ARUP Laboratories

Futura Industries

Nicholas & Co., Inc.

These companies represent an elite level of success and will be receiving a special logo to use to market and celebrate their success.



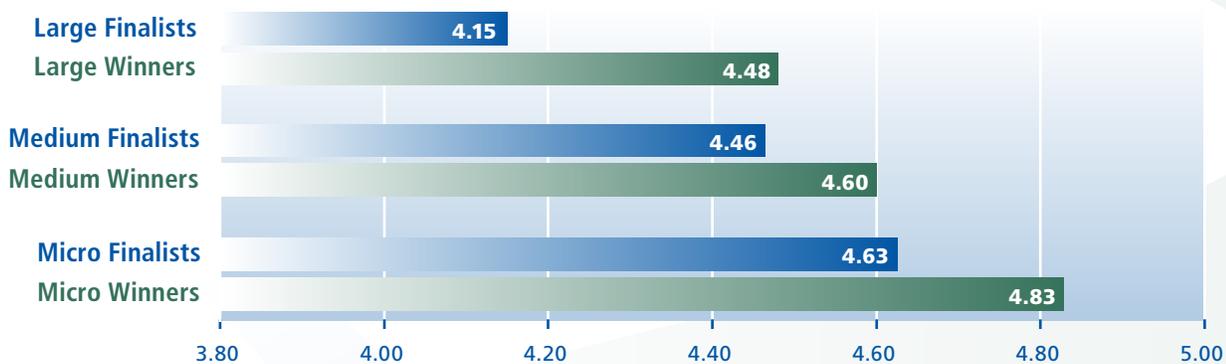
Best Practice Graphs

2009 WORK/LIFE AWARDS

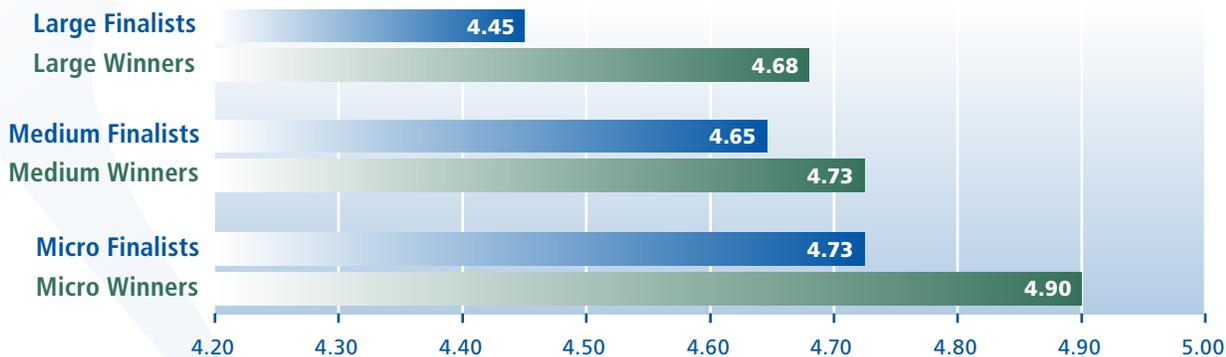
Five Key Indicators of the Best Workplaces

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.

I trust company leadership



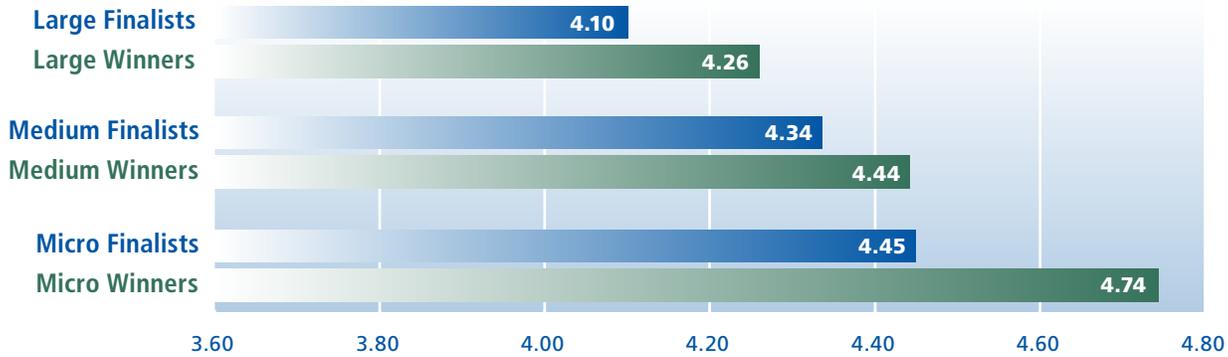
I am proud of this company



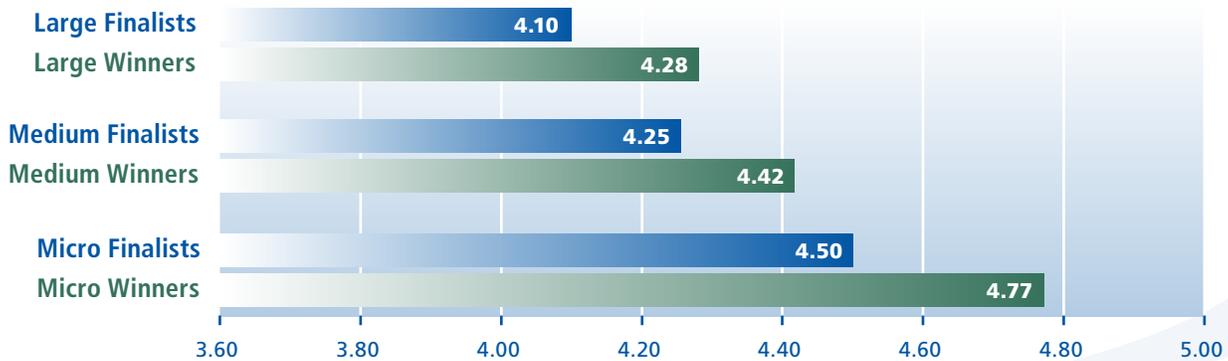
Best Practice Graphs

2009 WORK/LIFE AWARDS

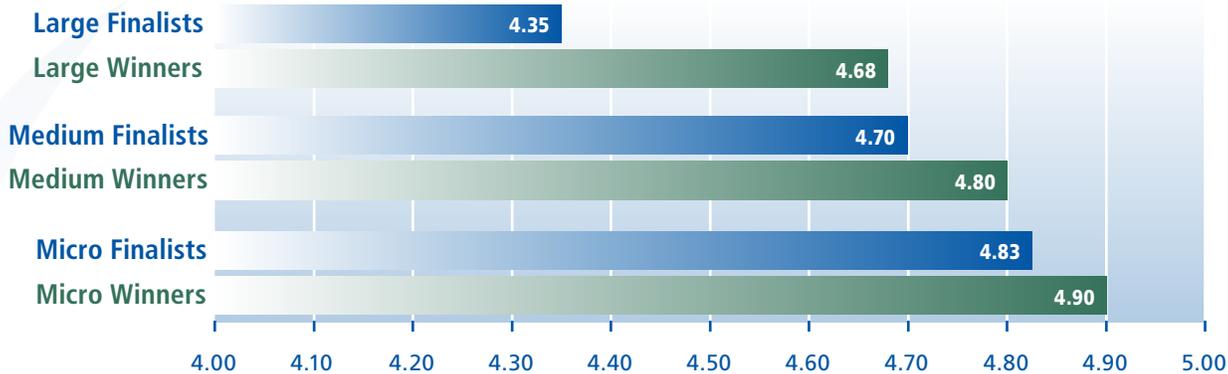
I trust my co-workers:



My company is fair and equitable in its approach to all employees:



I feel that if I had a family emergency, my company would do whatever it could to support me:



Best of the Best

2009 WORK/LIFE AWARDS

Flexible Work Arrangements

In the customer service department at **1-800 CONTACTS** there are over 225 unique schedules created by their employees. Additionally they have 150 employees working from home. All employees choose their beginning and ending times for their weekly schedule.

At **Brown and Caldwell** they have employees who take advantage of four ten-hour workdays, employees who work from home one or two days per week, and employees who work hours in the evenings in exchange for hours off during regular business hours.

This past year **Cirque Corporation** implemented an alternative work schedule policy that allows employees to work four 10-hour days or nine 9-hour days, as long as the office is covered for the core business hours of 10 am to 3 pm Tuesday-Thursday. 85% of their employees are working some sort of flexible or alternative schedule.

Equitable Life & Casualty Insurance Company allows employees to begin their workday between 7 a.m. and 9 a.m.

As a food supplier, **Nicholas & Company, Inc.** sends drivers near and far to deliver their product. To make it easier on families, their drivers are home every night for dinner or every morning for breakfast.

Time Off

New hires at **Spillman Technologies** are given 40 hours of paid time off immediately on the date of hire.

Having long holiday weekends is the norm at **Access Development**. Their holiday schedule includes paid half days the day before an extended weekend holiday.

ThomasArts gives each employee their birthday off.

Cirque Corporation provides 5 days off for paternity leave and paid time off for voting.

At **InterContinental Hotels Group**, Sundays or any religiously significant day are always an optional workday for their employees.

At **Futura Industries** there are numerous employees who take time off, usually in December to go to Mexico and visit family members. The company allows vacation time sharing, or donating to those who do not have enough vacation.

During the week of Christmas, employees at **Powerquip Corp.** work one day and have the remaining days off with pay.

Utah Foster Care Foundation offers up to 5 days bereavement leave.

The Employers Council

"I like the team environment. Everyone works together to ensure that we can be the best that we can be. Appreciation is shown. The atmosphere is relaxed but quality work is encouraged. ...It's a great company. I love it."

Child Care

ARUP Laboratories is the only winning company with an onsite child care facility. The center has capacity for 86 children and provides six rooms where children can rest, play, read and learn.

InterContinental Hotels Group provides employees with discounted child care through a local child care center.

After providing a room for employees to bring sick children to work with them, **Nicholas & Company, Inc.** has expanded to also offer the "Nicco Den." This room provides a space for new mothers to utilize while transitioning back to work. The "Den" is outfitted with a small refrigerator, rocking chair, changing pad, extra diapers, wipes, etc., but most of all privacy.

Children are a priority at **Utah Foster Care Foundation**. New parents transitioning back to work can bring in newborns until the infants are four months old.

Best of the Best

2009 WORK/LIFE AWARDS

When child care falls through, the employees at **Cirque Corporation** are welcome to bring their children to the office.

Software Technology Group provides a lactation room for nursing mothers.

Q90 Corporation's break room has children's videos and snacks, so when employees need to bring their children to work, they have something fun to do.

Access Development offers flexible hours for new parents returning from maternity leave. As long as the employee works 30 hours, benefits are maintained.

Being flexible is an art at **The Employers Council**. If an emergency with child care comes up, employees are able to take time off or bring the child in to work with them.

Goldenwest Credit Union offers flexible work arrangements for moms returning to the office after maternity leave, and encourages dads to take time off to be with their newborns too.

Elder Care

TURN Community Services provides adult day care as well as Alzheimer's respite to the community. These services are also available to employees who can enroll family members as needed.

Through **The MGIS Companies, Inc.'s** voluntary, long-term care insurance carrier there is additional coverage for an employee's parent and/or grandparent, and their spouse's parent or grandparent.

Access Development offers flexible hours and leaves of absences for employees caring for elderly relatives.

CHG Healthcare Services, Inc. has an Employee Assistance Program that includes referrals to home health agencies, nursing homes, assisted living facilities and continuing care retirement communities.

Employees at **Marriott Vacation Club International Owner Services** can qualify for a leave of absence to care for an elderly parent.

Family and Flexible Benefits

Spillman Technologies pays for all of their employees' insurance premiums. Not only is the premium paid, but the insurance offered is stellar. Co-pays are \$15 for everything from doctor's visits to outpatient surgery.

Since 2003, **Equitable Life & Casualty Insurance Company** has been able to absorb the health insurance premium increases and not pass on the costs to the employees.

CHG Healthcare Services, Inc. has an annual fitness challenge. In 2008, employees collectively lost 471 percentage points of body fat. The success of this event contributed to CHG's ability to lower its healthcare premiums by five percent and pass those savings directly to employees.

The success of the smoking cessation program at **InterContinental Hotels Group** has lowered health insurance costs for the employees.

Employees at **Nicholas & Co., Inc.** were offered a \$10 discount per pay period on their medical insurance premium if they completed an online health assessment. The purpose was to make employees more aware of their own health issues. Each employee that participated in the assessment saved themselves \$260 in premiums for the year.

Q90 Corporation

"As a student, my schedule is always changing... I can change my hours, work around my classes, and in general have the flexibility necessary to continue being a full time student and employee. My stress level is comparatively low because I know that to my company my education comes first and my manager will work with me to help me get the hours I need while still having enough time to meet the other responsibilities I have."

Best of the Best

2009 WORK/LIFE AWARDS

A unique feature in **The MGIS Companies, Inc.'s** health plan is the alternative treatment coverage. Some of their employees prefer naturopathic treatment to traditional medicine, and their plan covers this service at 90%. Such treatment allows employees flexibility for many types of homeopathy, including massage therapy, acupuncture, and acupressure treatment. Nutritional supplements are also covered at 90%.

Domestic partner coverage is available at **ARUP Laboratories, Brown and Caldwell, Marriott Vacation Club International Owner Services, Statera** and **Pepsi Bottling Group**, just to name a few.

The Employers Council provides benefits to those working 20 hours or more.

Futura Industries has an onsite medical clinic staffed with a doctor of internal medicine and a medical assistant. Anyone can use the clinic for about half the cost of a normal doctor visit.

Being a company with 8 employees hasn't stopped **Powerquip Corp.** from offering family health benefits. And they contribute 15% to their employees' pension plan.

Utah Foster Care Foundation contributes 12% salary equivalent to employees' 401k plans, whether staff members choose to contribute or not.

ThomasArts provides a \$50,000 life insurance policy for each employee and the premium is paid for by the company.

1-800 CONTACTS offers a \$5,000 adoption reimbursement, in addition to the benefit offered through their health insurance program, for a total of \$9,500.

The parents of each new child welcomed into **The Leavitt Group** receive a letter from Dane Leavitt, the CEO and a check for \$50 that they call "Dane's Diaper Fund".

Community Involvement

Brown and Caldwell supports the work of Water For People (WFP) and Engineers Without Borders (EWB) in their humanitarian efforts to bring clean water and sanitation to developing countries. Employees can make donations to WFP by monthly payroll deduction. Each

month the company submits the funds collected to WFP and will match employee payroll deductions for WFP as well as monies raised through employee fundraising activities for WFP and EWB. The company also reimburses transportation expenses to employees volunteering their professional services to a WFP or EWB project, to an annual maximum of \$2,000 per person. In addition, the company will replenish half of the vacation time used to perform services on a WFP or EWB project, up to a total of 5 days!

The **Leavitt Group** conducts a program through Choice Humanitarian called "Hour to Empower" that encourages employees to give one hour's pay each month to help out various villages in Bolivia. The company sponsors an excursion every six months for 20 employees and their families to visit the village, meet the people and have the opportunity to serve.

Employees at **Cirque Corporation** are given 16 hours per year paid time off to use for volunteer service of their choice.

Equitable Life & Casualty Insurance Company is the title sponsor for the television show, Profiles in Caring. The show content is devoted to recognize selfless individuals giving back to the community.

Brown and Caldwell

"Consulting firms are driven by what is called 'billable time'. This is time that is billed directly to a client and is income for the company. Consequently each employee is given a billable time goal. Most consulting firms create a formula where vacation, holiday and sick leave affect your billable time and are essentially owned by the firm. In other words, by taking vacation, you could impact meeting your goal and may feel that you cannot take the time because of this. At Brown and Caldwell, the vacation, holiday and sick leave are the employee's time and are completely independent of the billable goal time. In other words, they are owned by the employee."

Best of the Best

2009 WORK/LIFE AWARDS

Goldenwest Credit Union operates a local high school branch to provide internships for students and improve youth financial literacy. Students operating the branch gain hands-on experience in the financial services industry under the supervision of a Goldenwest employee. The branch offers products such as savings accounts, checking accounts, and small loans for students.

This year **The Employers Council** implemented one paid day a year, on Martin Luther King Jr. Day, to devote to volunteer service in the community.

Funds are available to organizations where **Pepsi Bottling Group** employees volunteer. The company program offers individual grants of \$250 for 25 hours and \$500 for 50 hours of volunteerism to the organization. Team grants are available for \$500 for 1 day of volunteerism for 3-9 employees, \$1,000 for 10+ and \$2500 for ongoing team efforts to organizations.

St. Anne's Shelter in Ogden is the recipient of volunteer efforts by **Futura Industries**. Futura provides monetary donations and employees volunteer their time by serving lunch. This project is rotated through the company all year long.

Access Development has a Health and Wellness committee that organizes and promotes healthy activities. They have healthy recipe exchanges and brown bag lunches focused on healthy lifestyle issues.

During the warmer months, **Cirque Corporation's** employees are encouraged to get out and walk for up to 30 minutes a day on paid time.

Equitable Life & Casualty Insurance Company pays for half of employees' time and program costs for Weight Watchers at Work for anyone that wants to participate.

InterContinental Hotels Group offers smoking cessation programs and resources, as well as healthy food choices in the break room.

Q90 Corporation offers employees incentives for reaching health related goals.

The annual health fair at **ThomasArts** includes opportunities to be seen by a chiropractor and a massage therapist.

Statera

"Statera in Latin means balance and they definitely understand the balance in work/life."

Health and Wellness

Onsite fitness centers are becoming more the norm for the winners of this award. A few examples are **1-800 CONTACTS, ARUP Laboratories, CHG Healthcare Services, Inc., The MGIS Companies, Inc.** and **Spillman Technologies**.

Every Friday, employees at **Statera** enjoy company-sponsored yoga.

A personal trainer comes to **Cirris Systems Corporation** two days a week to teach exercise classes.

Software Technology Group has bicycles onsite for employees to use.

Education

At **Cirris Systems Corporation** both full and part time employees can use tuition reimbursement on the first day of employment.

Besides offering a tuition reimbursement program for its employees, **Futura Industries** offers a scholarship program for spouses and children.

Pepsi Bottling Group offers tuition reimbursement, educational loans up to \$25,000 per year and an academic and merit scholarship program.

Software Technology Group and **The Leavitt Group** reward employees with a bonus for obtaining professional designations.

Best of the Best

2009 WORK/LIFE AWARDS

In addition to professional skills, **The MGIS Companies, Inc.** offers lunch and learn courses where employees can explore areas of personal interest. The topics are decided upon through employee interest surveys.

TURN Community Services pays for employees' membership in professional organizations to participate in best practice discussions, share their talents and bring back ideas to build better programs.

Healthy Work Environment

Brown and Caldwell has a health and safety program that not only provides employees with the knowledge and tools to be safe at work, but also provides Work/Live Smart bulletins to be used for home safety.

To help reduce the noise in the work environment **Software Technology Group** installed a noise dampener for the development center.

When an employee is hired at **Cirris Systems Corporation** they get to select a new chair to fit their comfort that the company will purchase.

At **Powerquip Corp.**, drinks and snacks are provided to all employees.

The Leavitt Group hands out free resistance bands to each interested employee, as well as an explanation of 10 different exercises to do in their chair to stay loose and relieve stress.

The HR Manager at **Utah Foster Care Foundation** checks and adjusts chairs, monitors, keyboards, footrests, etc. for correct placement for each employee.

Environmental Awareness

Marriott Vacation Club International Owner Services switched over to spudware – utensils made from potatoes that biodegrade in 120 days.

The recycling program at **ThomasArts** has two-fold benefits. The program employs people of all ages with disabilities. The group comes to the office every few weeks to collect the recycling, and the employees get to talk and interact with them.

Employees at **Statera** collect and recycle cans. All the proceeds go to a local charity that the office votes on each year.

The MGIS Companies, Inc. changed their recycling program to be able to recycle all paper products, including cardboard and magazines. They are shredded and turned into insulation for homes.

Living a Balanced Life

1-800 CONTACTS has an onsite restaurant called the 20/20 Grille. It offers gourmet lunch meals and free breakfast. The meals are subsidized by the company by more than 90%.

ARUP Laboratories operates a free onsite health clinic. The clinic is open Monday – Saturday and is staffed to take care of urgent care, physicals, lab work as well as child exams and immunizations.

Brown and Caldwell provides legal services for adopting a child, buying a home, consumer protection, family and juvenile issues, personal property issues, planning for retirement and will preparation.

Cirris Systems Corporation has an extensive library full of books as well as inspirational movies that employees are free to check out.

ThomasArts

"I think we have more fun than any company in Utah."

Best of the Best

2009 WORK/LIFE AWARDS

Community sports are important to **Spillman Technologies**. Employees enjoy joining community leagues for softball, soccer and flag football. The company sponsors all teams and pays for their registrations so they can play. Employees also receive free registration to participate in half and full marathons.

Nicholas & Co, Inc., ThomasArts and **Pepsi Bottling Group** offer free financial workshops to their employees. Topics range from savings, investing, debt management and achieving financial goals.

Marriott Vacation Club International Owner Services has a full service post office onsite available for its employees.

Spillman Technologies provides condos that employees can schedule and take their friends and family for a fun, free of charge, relaxing time away from work. The company provides condos in Bear Lake and St. George but switches locations to sunny southern California and adventure land Jackson Hole, Wyoming.

The atmosphere at **The Leavitt Group** is relaxed. Workers in the call center are able to put work shoes aside and wear slippers at work. They also have flip-flop days once a week.

Whenever the weather turns bad, it is not unusual for **The MGIS Companies, Inc.** to order in lunch so employees don't have to leave the office to eat; they also close the office early to help them get home safe ahead of traffic.

Pepsi Bottling Group has Pepsi Perks that provide access to discounted products on their website – electronics, food, gym passes, cell phone service/accessories, etc.

Best Employee Recognition

Access Development has something they call "Wildly Important Goals (WIGS)." Departments, teams and individuals create their own WIGS. Each time a WIG is reached, they have a celebration.

In 2008, **CHG Healthcare Services, Inc.** appointed its first ever Chief People Officer to serve the most important role of the executive team: inspiring and motivating employees. The Officer's goal is to implement the company's philosophy of putting people first. As the chief motivator, he travels to every office, delivers seminars, maintains a blog and podcasts.

Every five years that an employee works at **Cirris Systems Corporation** they are humorously spotlighted and receive a five-year ring with one diamond at the recognition meeting. On the 10th, 15th, and 20th anniversary two additional diamonds are added to the ring.

The "You Got Caught" award is a quick recognition for an employee at **Equitable Life & Casualty Insurance**

Company that goes above and beyond at work. These can be given by any employee and award the recipient with a pair of movie tickets and a note describing what they did that was noticed.

At **Goldenwest Credit Union** supervisors take their employees out to lunch on their anniversary with the credit union.

Powerquip Corp. has events for employees and their spouses, such as weekends at Bear Lake, holiday parties which include dinner, gifts and suites for everyone at Grand America.

Every month at **Q90 Corporation** a person is chosen by their peers for outstanding performance and given the Squirrel. The holder of the Squirrel personalizes it in some manner and gives it to their successor in the monthly company lunch.

Pepsi Bottling Group

"Overall, I gave Pepsi Bottling Group high scores on this employee survey, not because I want to see them win awards - but because I want them to know I voted for them for doing the right things. It's a great place to work."

Best of the Best

2009 WORK/LIFE AWARDS

Statera has two reward programs for outstanding employees. The first is the President's Club, where the employee receives an international trip for themselves and one guest. The second is Winner's Circle, which is an individual award that provides one domestic trip and/or award dinner to top individuals in the company.

At **TURN Community Services** a weekly list of celebrations is published highlighting staff, by name, caught in random acts of kindness.

Software Technology Group has "Waffle Wednesdays" to recognize the good work that their employees do.

Every year **Marriott Vacation Club International Owner Services** does a Festival of Many Nations. Employees from different backgrounds set up booths. The booths serve food that is native to the employee's country. Some of the participants dress in their native costume and perform native dances. This event provides an opportunity for employees to share cultures and get to know each other better.

Nicholas & Co., Inc. developed a program to help employees that may be having financial difficulties during the holidays to obtain gifts for their children. Employees are nominated anonymously through a hotline. The company coordinates getting a wish list, making ornaments and putting them on the "Giving Tree." The ornaments each have one gift, ranging in prices so that all employees can participate no matter what their giving budget is for the year.

At **InterContinental Hotels Group** once a month employees "dress down" in exchange for a small donation (\$2 to \$4) toward the honor fund. These funds are used to provide temporary assistance to employees in dire financial need due to unforeseen circumstances.

Occasionally at **Spillman Technologies** an employee will have a family emergency but their time off hours are depleted. In this circumstance, the company allows and encourages other employees to donate their PTO. This is a great benefit for both the giver and receiver. One email from an employee who donated says, "I would like to donate some of my PTO hours to a fellow brother/sister employee."

Cirque Corporation

"If I had to pick one best thing about the company it would be the way they treat their employees.

Any company can pay their employees well (like Cirque does) or offer great benefits (like Cirque does) or be a place that's fun to work at (like Cirque is). What separates Cirque from those other companies is the obvious value that they place on their employees. They treat us fairly and with the utmost respect. I love working here and enjoy the people that make this company work."

Equitable Life & Casualty Insurance Company

offers a holiday fund program that allows employees to "sock" away money from each paycheck in any amount they elect. In mid-November they are handed a check so they can do their holiday shopping.

A large portion of **Futura Industries'** workforce has family members who live in other countries. Futura offers additional leave, opportunities for leave and monetary donations and interest free emergency loans, all to assist their employees with their family commitments.

Goldenwest Credit Union offers discounts on loans to employees who may need financing for family events such as adoption expenses, funeral expenses etc.

Best Employee Donations and Loans

1-800 CONTACTS has a program called, The Associate Outreach Fund, where employees can donate money to be used by other employees who are in a financial crisis. The money is coordinated through their EAP, which makes it anonymous. In 2008, \$14,000 was given out.

First time eligible homebuyers who work for **TURN Community Services** can take advantage of their Employer Assisted Housing program, which covers a portion of the loan's closing costs.

Best of the Best

2009 WORK/LIFE AWARDS

Twice a year, **TURN Community Services** offers a buy out for employees that want to exchange their leave for cash.

Due to the economic downturn, **Utah Foster Care Foundation** was unable to provide the annual holiday bonus; instead they offered their employees paid time off during the week between Christmas and New Year's.

Best Handling of the Economic Downturn

1-800 CONTACTS did not decrease their match to employees' 401K contributions. "We are still contributing the match we offer, because we understand that this current economic distress within the market will be short term compared to the long term career our associates have in front of them. We realize that they will need the money for retirement and the market will correct itself over time."

During the holiday season many requests are made of **ARUP Laboratories'** employees to donate their money. But with the economically challenging times, employees have less disposable income to share. The ARUP wellness center came up with a solution. Employees could participate in wellness activities for "money." Various activities were assigned a dollar value. At the end of the program, the "money" earned was matched by the company in real dollars and donated to the Huntsman Cancer Hospital.

Each month at **Cirque Corporation**, the company has update lunch meetings. Management reviews the company's previous month's financial status and ongoing business issues, so that employees are aware of where the company is financially.

The Vice President of **Cirris Systems Corporation** holds quarterly town meetings where the financial status of the company is shared and open financial metrics are linked to each computer so employees can access them on a daily basis.

Q90 Corporation has an investment club available to all employees. Club members meet weekly to discuss investments, opportunities and the economy.

Best use of Company Products

At **The Leavitt Group** employees have the option of renting one of the two company planes, if they are available. The employees pay only for the cost of the pilot and fuel.

Goldenwest Credit Union gives employees discounts on loans, rate bumps on deposits, no origination fees on mortgages and more.

TURN Community Services offers family respite to those employees who are caring for a family member that is disabled or elderly. Trained staff members go into the family home for a few hours overnight.

Marriott Vacation Club International Owner Services offers its employees hotel discounts and free nights at timeshares.

To help save on grocery bills, **Nicholas & Co., Inc.** allows employees to purchase food at cost.

Utah Foster Care Foundation

"The best thing about working for UFCF is... EVERYTHING. Seriously. It is different than any other place I have ever worked. I feel like I have a life, I am well-liked by my co-workers and supervisors, I have the resources I need to do my job...it's the perfect place to work."

Best Pet Care:

Access Development employees can bring dogs to work with them.

At **Powerquip Corp.**, the owner's dog spends time in the office.

ARUP Laboratories, Statera and CHG Healthcare Services, Inc. offer pet insurance. In addition, **CHG Healthcare Services, Inc.** provides assistance finding a veterinarian, a breeder, pet parks and pet sitting.

Companies to Watch

2009 WORK/LIFE AWARDS

The following 18 companies are the 2009 finalists. Congratulations to these runners up – keep your eye on these companies for next year.

MICRO Companies	Industry	Really COOL Things the Finalists Do
Bob Barker Company, Inc. Ogden, UT	Detention Supplies/Textiles	Bob Barker Company, Inc. not only reimburses for college courses, but they reimburse 100% for GED courses.
DoxTek, Inc. Orem, UT	Document Imaging, Hardware, Software and Consulting	DoxTek Inc. provides free passes to the local rec center for employees and their families.
LaneLinks, Inc. Provo, UT	Transportation	LaneLinks, Inc. has book clubs during the lunch hour to discuss leadership books like "Good to Great."
Snapp Conner PR South Jordan, UT	Public Relations	Snapp Conner PR has an onsite fitness center and gives employees one paid hour every day to work out.
MEDIUM Companies	Industry	Really COOL Things the Finalists Do
Ace Disposal Salt Lake City, UT	Waste Disposal	Ace Disposal offers a flexible spending account AND returns any unused portion to the employee.
Ascent Construction, Inc. Centerville, UT	Commercial Construction	Ascent Construction, Inc. spends some of their marketing money to buy jerseys and water bottles in response to a heightened interest expressed by many of their bike-riding employees.
Barnes Aerospace Ogden, UT	Manufacturing	Barnes Aerospace bases their health premiums on an employee's annual income. Those that make more money, pay more for insurance.
Best Vinyl American Fork, UT	Vinyl Fencing, Decking and Landscape Accessories	Best Vinyl has a weekly BBQ to help build relationships and create a social environment between employees that may not work together on a daily basis. They rotate between cooking breakfast and lunch every other Friday.

Companies to Watch

2009 WORK/LIFE AWARDS

CLEARLINK
Salt Lake City, UT

Sales/Marketing

CLEARLINK has a great reward room called the Zen Den where there is a deluxe massage chair, a fridge full of drinks, and plenty of snacks to help relax throughout the day.

Employer Solutions Group
Provo, UT

Professional Employer Organization

Employer Solutions Group reduces work schedules for those returning from maternity leave.

Kids on the Move
Orem, UT

Nonprofit

Kids on the Move has a benefits specialist come to their office every Monday to advocate for the employees, solve problems with benefits and talk about the best options for insurance.

MonaVie
South Jordan, UT

Health and Wellness/Consumer Packaged Goods/Direct Selling

MonaVie provides 40 hours paid paternal leave.

Namifiers, LLC
Springville, UT

Business Services

Namifiers, LLC offers quarterly professional services to employees, like car washes, massages etc.

Ralph L. Wadsworth Construction Company
Draper, UT

Construction

Ralph L. Wadsworth Construction Company executives visit job sites and ask if employees can repeat the company's core values. For those that can, they get \$100.

WesTech Engineering, Inc.
Salt Lake City, UT

Engineering

WesTech Engineering, Inc. has an \$8,000 tuition reimbursement program.

Westminster College
Salt Lake City, UT

Education

Westminster College provides tuition remission for employees, their spouse, children and step children AND tuition exchange for other schools around the country.

LARGE Companies

Industry

Really COOL Things the Finalists Do

Comcast
Sandy, UT

Communications

Comcast offers \$10,000 adoption reimbursement.

Mountain America Credit Union
West Jordan, UT

Financial

Mountain America Credit Union took employee pain at the gas pump to heart. As fuel prices rose, they did a company survey to allow people to work closer to home. More telecommuting was offered and gas cards were given as incentives.

Looking Forward

2010 WORK/LIFE AWARDS

We are excited to announce that the **12th Annual Utah Work/Life Awards** are going to continue the path of excellence and 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, we will continue to expand the Awards and reach out to new companies. We are collecting input from past and present participants and subject matter experts to incorporate into our new design.



We will continue to streamline the application process and timeline.

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, phone number
- 2 contact names, email addresses and phone numbers

Send to: worklife@utah.gov or call (801) 526-4321.

We look forward to your participation.

The Utah Work/Life Awards, Utah's Best Places to Work™ are proudly presented by the Utah Department of Workforce Services, Office of Work & Family Life.



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