



Utah's Best Places to Work™

Environmental Awareness

Family Benefits

Child Care

Flexible Benefits

Health and Wellness

Healthy Work Environment

Time Off

Living a Balanced Life

Community Involvement

Positive Culture

Flexible Work Arrangements

Education

12th Annual Utah Work/Life Awards

Welcome!

We celebrate the 12th Annual Work/Life Awards. This year there was an impressive number of applicants and we are happy to recognize 20 outstanding companies!

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And the Winners Are...

2010 Work/Life Awards

The winners of the 2010 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
Cirque Corporation 	Technology 43	3	2463 South 3850 West Ste A Salt Lake City, UT 84120 www.cirque.com
Executech 	Technical Services 8	1	1098 West South Jordan Parkway Ste 106 South Jordan, UT 84095 www.helpwithcomputers.com
Fehr & Peers 	Transportation Consulting 9	2	2180 South 1300 East Ste 220 Salt Lake City, UT 84106 www.fehrandpeers.com
The Intrepid Group 	Public Relations 12	2	375 West 200 South Ste 275 Salt Lake City, UT 84101 www.intrepidagency.com
Utah Foster Care Foundation 	Child Welfare 32	5 	5296 South Commerce Drive Ste 400 Murray, UT 84107 www.utahfostercare.org

And the Winners Are...

2010 Work/Life Awards

MEDIUM Companies	Industry / # of Employees	Years Won	Location
<p>Ace Disposal</p> 	<p>Waste Disposal</p> <p>161</p>	<p>1</p>	<p>2274 South Technology Drive West Valley, UT 84119 www.acedisposal.com</p>
<p>CLEARLINK</p> 	<p>Sales/Marketing</p> <p>227</p>	<p>1</p>	<p>5202 Douglas Corrigan Way Ste 300 Salt Lake City, UT 84116 www.joincl.com</p>
<p>CyberSource Corporation</p> 	<p>E-Commerce</p> <p>185</p>	<p>1</p>	<p>808 East Utah Valley Drive American Fork, UT 84003 www.cybersource.com</p>
<p>Futura Industries</p> 	<p>Manufacturing</p> <p>203</p>	<p>11</p> 	<p>Building H-11 Freeport Center Clearfield, UT 84016 www.futuraind.com</p>
<p>Goldenwest Credit Union</p> 	<p>Credit Union</p> <p>238</p>	<p>2</p>	<p>5025 South Adams Avenue Ogden, UT 84403 www.gwcu.org</p>
<p>Intermountain Financial Group/Mass Mutual</p> 	<p>Financial Services</p> <p>70</p>	<p>3</p>	<p>6340 South 3000 East Ste 500 Salt Lake City, UT 84121 www.intermountainfinancialgroup.com</p>
<p>Marriott Vacation Club International Owner Services</p> 	<p>Hospitality</p> <p>486</p>	<p>3</p>	<p>310 Bearcat Drive Salt Lake City, UT 84115 www.vacationclub.com</p>
<p>Pepsi Beverages Company</p> 	<p>Beverage</p> <p>220</p>	<p>2</p>	<p>3388 West 1987 South Salt Lake City, UT 84104 www.pbg.com</p>

And the Winners Are...

2010 Work/Life Awards

MEDIUM Companies		Industry / # of Employees	Years Won	Location
Spillman Technologies		Public Safety 194	3	4625 Lake Park Boulevard Salt Lake City, UT 84120 www.spillman.com
Tanner LC		CPA Firm 68	1	215 South State Street Ste 800 Salt Lake City, UT 84111 www.tannerco.com
ThomasArts		Marketing 110	2	240 South 200 West Farmington, UT 84025 www.thomasarts.com

LARGE Companies		Industry / # of Employees	Years Won	Location
1-800 CONTACTS		Wholesale-Retail 816	7 	66 East Wadsworth Park Drive Draper, UT 84020 www.1800contacts.com
Automatic Data Processing, Inc.		Comprehensive Benefits Administration 800	1	2835 South Decker Lake Drive West Valley, UT 84119 www.adp.com
InterContinental Hotels Group		Hospitality 626	2	1275 West 2240 South Salt Lake City, UT 84119 www.ihg.com
Nicholas & Company, Inc.		Foodservice 519	9 	5520 West Harold Gatty Drive Salt Lake City, UT 84116 www.nicholasandco.com

Legacy Distinction

2010 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 2010 Utah Work/Life Awards Winner, Legacy Company:

1-800 CONTACTS

Futura Industries

Nicholas & Co., Inc.

Utah Foster Care Foundation

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



Best Practice Graphs

2010 Work/Life Awards

Key Indicators of the Best Workplaces

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

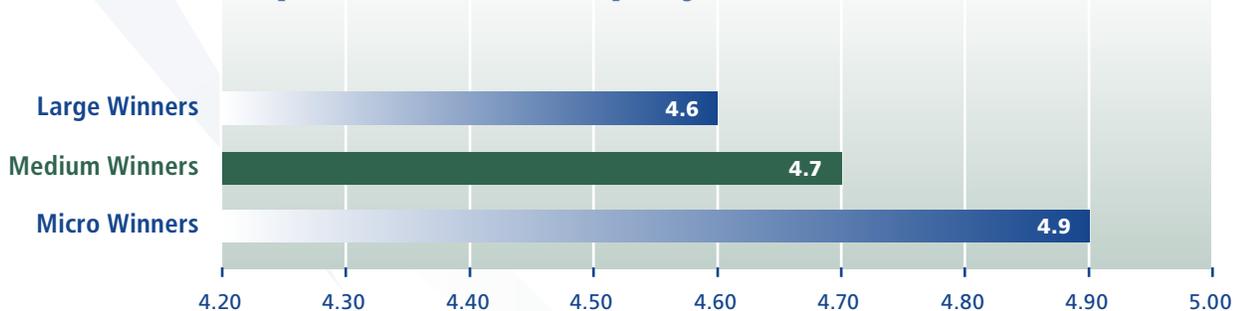
I trust company leadership



I can be myself at work



I am proud of this company



Best Practice Graphs

2010 Work/Life Awards

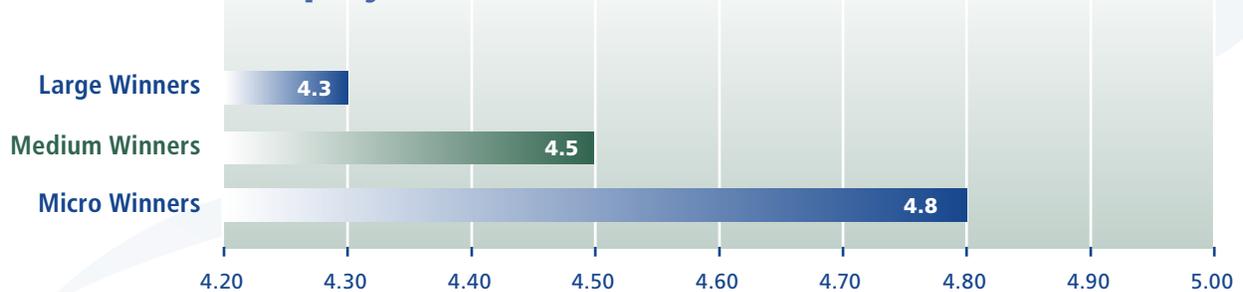
I recommend my company as a great workplace



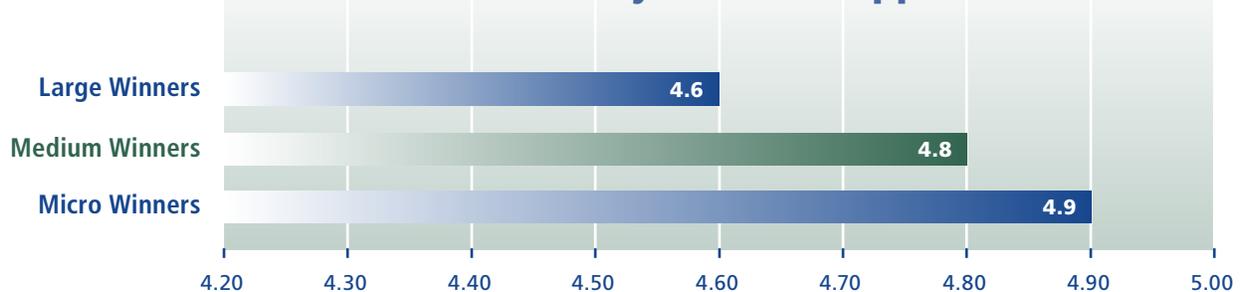
I trust my co-workers



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 they could to support me



Best of the Best

2010 Work/Life Awards

Employees rated their companies on a 1-5 scale, where 1 = strongly disagree and 5 = strongly agree, on how well their company understood and addressed each best practice topic. All scores are averages.

Flexible Work Arrangements

All Winners **4.6**

All Other Companies **4.5**

At **1-800 CONTACTS** all associates pick their start and end times for their weekly schedule.

Cirque Corporation allows for alternate work schedules as long as employees are at the office for the core business hours of 10 a.m. to 3 p.m. Tuesday – Thursday.

Employees at **CLEARLINK** choose from several shifts with some coming in at 8 a.m., others at 10 a.m. and some not until well after noon.

Executech offers their employees the flexibility to have different hours or telecommute so they can work around their customers' schedules.

InterContinental Hotels Group guarantees employees a religiously significant day of the week off when requested.

At **The Intrepid Group** it is not uncommon for an employee to work from home for all or part of the day, especially when working on creative projects.

Marriott Vacation Club International Owner Services offers telecommuting, job sharing, four 10's and extended lunch times to take care of personal commitments such as school or child care.

Software Engineers at **Spillman Technologies** have the flexibility to interrupt their workday while attending to home matters and then to resume their work duties at a later time during the day.

Utah Foster Care Foundation allows employees to work at home, on the road, or in a satellite location for all or part of their regular workweek.

Time Off

All Winners **4.7**

All Other Companies **4.5**

CLEARLINK offers their employees paid and unpaid time off options so that they are able to take care of their personal needs without jeopardizing their employment.

CyberSource Corporation extends bereavement leave to include individuals who wouldn't normally be considered immediate family, but who have had an extremely close relationship with the employee.

The Intrepid Group's billable hours quota is 10% less than its competitors in the local industry. This allows team members to achieve the requirement in a more reasonable number of hours and have more time with family and personal interests.

New employees at **Spillman Technologies** receive five days off on the date of hire while continuing to accrue more days during the year.

Spillman Technologies

"The best thing about working here is a toss-up between the people and the benefits. They are both unmatched."

Goldenwest Credit Union

"The best thing about working here is knowing that I'm part of something really special."

Best of the Best

2010 Work/Life Awards

To provide more free time for employees and their families, **Tanner LC** closes the office at 2 p.m. on July 3rd, July 23rd, Thanksgiving Eve and Christmas Eve.

ThomasArts gives each employee his or her birthday off.

Utah Foster Care Foundation closes during the week between Christmas and New Years, and staff have that time off with pay.

Child Care

All Winners 3.9

All Other Companies 3.4

New parents at **The Intrepid Group** are allowed a phase-back period to adjust to parenthood and readjust their routines.

Marriott Vacation Club International Owner Services has negotiated discounts with several local child care companies. These discounts are offered with no restrictions to all associates who work for the company.

Nicholas & Co., Inc. offers two different rooms for parents. The first room, which is equipped with toys for the child and a workstation for the team member, is available when child care falls through. The second room is for new mothers to bring their babies to work; it helps the mothers transition back to work.

Executech

"Working at Executech is very upbeat and we all are very cohesive."

Marriott Vacation Club International Owner Services

"I never feel afraid to ask for time off or leave earlier if I have personal things to take care of. MVCI really does respect my outside of work life."

At **Utah Foster Care Foundation** new parents can bring infants with them on a regular basis until the infant is approximately four months old. Older children are welcome just for a visit or in case of child care problems, to spend the day with their parent.

Family Benefits

All Winners 4.4

All Other Companies 3.9

Personal loans continue to be one of the most popular benefits offered by **Ace Disposal**. Employees may borrow money and pay it back over an extended period of time. There is no fee or interest charged to the employee.

At **CyberSource Corporation** new fathers are given 80 hours of paternity leave. They can utilize the hours any way they like. Many fathers use part of the time when the baby is born, and the rest for doctor's appointments or other activities related to the birth of the child.

Despite being a small company, **Executech** offers full health benefits to their employees. The company covers 100% for the employee, and the employee covers the rest for their family.

Futura Industries offers an onsite medical clinic, staffed with an internal medicine doctor and a medical assistant, which is available to all full-time, part-time or temporary employees and their families.

Best of the Best

2010 Work/Life Awards

Goldenwest Credit Union's financial program includes giving employees discounts on loans, rate bumps on deposits and no origination fees on mortgages.

InterContinental Hotels Group offers adoption assistance to all of their employees.

Not only does **Nicholas & Co., Inc.** offer an adoption benefit but they also cover a portion of the costs of fertility treatment including prescriptions, office visits, and procedures associated with fertility.

Pepsi Beverages Company has a 24 hour nurse hotline available to answer medical questions.

Tanner LC provides life insurance at no cost for the team member, spouse and dependents.

ThomasArts pays for 100% of health care for employees and their families.

Flexible Benefits

All Winners 4.7

All Other Companies 4.3

Ace Disposal's flexible spending account program allows pre-tax dollars for tool purchases in the shop as well as medical expenses and child care. AND the company returns any unused flexible spending balances back to the employees.

Pepsi Beverages Company

"The company really cares about me as an individual. I am not just a number or another employee. I am someone who is valued and my company shows appreciation for me every day."

InterContinental Hotels Group

"The best part about working here is the incredible people I get to work with that make the workplace a joy."

Futura Industries has a personal loan program, which extends interest free loans to employees with a financial hardship and allows employees to donate leave to those who do not have enough.

Utah Foster Care Foundation will place the equivalent of 9% of the employee's salary in a 401k account with or without participation by the employee.

Education

All Winners 4.4

All Other Companies 4.0

1-800 CONTACTS and **CyberSource Corporation** provide tuition reimbursement to all employees after they have been employed for six months.

Automatic Data Processing, Inc. offers tuition reimbursement up to \$3,500 per year. In the fifth year of employment, tuition reimbursement increases to \$5,500 per year.

Cirque Corporation pays \$5,000 per year for undergraduate degree/certificate programs until the program is finished. Graduate degrees are covered \$10,000 per year, up to \$25,000 per employee.

In addition to traditional tuition reimbursement, **CLEARLINK** covers the cost of special courses that aren't necessarily directly related to a degree.

Executech pays the tuition for continuing education courses AND considers the employee on the clock during the classes.

Best of the Best

2010 Work/Life Awards

Futura Industries and **InterContinental Hotels Group** provide tuition reimbursement for all employees and have a scholarship program for employees' families.

Not only does **Intermountain Financial Group/Mass Mutual** provide tuition reimbursement, they offer additional training weekly, either onsite or as webinars, some of which provides continuing education credit.

Marriott Vacation Club International Owner Services offers tuition reimbursement up to \$5,000 per calendar year, depending on the associate's length of service and the type of degree that they are pursuing.

At **Pepsi Beverages Company** all employees qualify for tuition reimbursement. As long as the employee continues employment for 2 years after their school completion, the company pays 100%.

Tanner LC pays a \$3,000 bonus to each individual who passes the CPA exam and obtains their CPA license.

ThomasArts reimburses one half of the cost of tuition and books, up to a total of \$4,000 a year, for any work-related degree or educational program.

Health and Wellness

All Winners 4.4

All Other Companies 4.1

1-800 CONTACTS offers a 5,000 sq. foot wellness facility at no cost to associates. It houses an aerobics room, cardio machines, free weights, a basketball hoops game, a wireless Wii console, a boxing game, showers, and personal TV's with Tivo. Four trainers are onsite to assist associates with personal workout programs or training.

Ace Disposal's monthly newsletter contains a section addressing health and wellness. In the company break room, a television scrolls company announcements, weather updates, and wellness updates and suggestions.

To help motivate employees to use the stairs, **Automatic Data Processing, Inc.** works on making the stairwells more attractive using associate art and murals.

Cirque Corporation's wellness program reimburses employees up to \$500 per year for items and programs for themselves and their families.

CLEARLINK provides discounted gym passes to a local gym and once a month has a certified nutritionist onsite.

Once a month **CyberSource Corporation** has a chiropractor that provides treatment onsite.

Fehr & Peers and **Intermountain Financial Group/Mass Mutual** provide fitness club discounts at local gyms.

Utah Foster Care Foundation

"The best thing about working here is the flexibility to do meaningful work with people that inspire me."

Automatic Data Processing

"I feel excited to come to work and help others. I feel good when I go home at night."

Best of the Best

2010 Work/Life Awards

Futura Industries will reimburse gym membership fees up to \$30 a month, based on the number of times an employee attends.

Goldenwest Credit Union's corporate office has a fitness facility. For those not at the corporate office, the company has agreements with several fitness clubs to provide employees with membership discounts.

Marriott Vacation Club International Owner Services has an onsite workout room, healthy food options in the vending machines and a salad bar at the onsite cafeteria.

Team members at **Nicholas & Co., Inc.** receive a \$25 discount per pay period on insurance premiums if they complete an online health assessment or have a physical exam. This saves team members \$650 a year.

Pepsi Beverages Company's employees and their spouses are encouraged to complete an online survey about their health and when completed each person receives a \$75 gift card.

Spillman Technologies has an onsite fitness center and a wellness committee that is run by employees.

ThomasArts has an onsite fitness center with gym-grade equipment, a flat-screen TV and a shower room.

Healthy Work Environment

All Winners 4.6

All Other Companies 4.3

CyberSource Corporation

"It's amazing to work for a company with very little red tape, politics or agendas. There is a general respect for each other and the jobs that we do. I love that."

1-800 CONTACTS, **Spillman Technologies** and **Utah Foster Care Foundation** provide ergonomic adjustments to employees' chairs, keyboards and monitors, as well as purchasing ergonomic equipment to make workspaces more comfortable.

CyberSource Corporation's building is equipped with white noise to help block out neighboring conversations.

Upon being hired at **Fehr & Peers** employees select and the company pays for a painting and knick-knacks for the employees' offices.

1-800 CONTACTS

"They expect a lot of me, yet they also deliver more than I could ask for. This company is an awesome place to work!"

To allow better flow of natural light through the office and into the cubicle areas, each office at **Intermountain Financial Group/Mass Mutual** has a window built-in above the door.

Nicholas & Co., Inc. has a communication committee with representation from each department, that meets monthly to gather information on safety, training or any information that needs to be available to all team members. The information from this meeting is placed on their new website.

ThomasArts

"When you work at ThomasArts you feel like part of a family."

Unlike many accounting firms that provide work areas to their employees daily on a first come first served basis, **Tanner LC** provides each employee their own office or work area.

Best of the Best

2010 Work/Life Awards

Living a Balanced Life

All Winners 4.6

All Other Companies 4.1

1-800 CONTACTS provides car washes, drying cleaning and book fairs. They also have an onsite massage therapist and an onsite restaurant that offers gourmet lunch meals and free breakfast.

Ace Disposal provides financial coaching on a quarterly basis to their employees.

Automatic Data Processing, Inc. has a Fun Committee made up of employee volunteers. They focus on associate engagement activities and community-based giving campaigns.

Cirque Corporation encourages their employees to take at least 40 hours vacation each year. The PTO policy is set up so that employees lose time if they don't take time off.

In addition to giving each employee a cell phone to use for personal and business use, **Executech** gives a cell phone to each employee's spouse and pays the cost of the phones and any data or voice plans.

Fehr & Peers has an Employee Assistance Program that provides a variety of support groups for stress, resiliency, relationships, finance issues, mental health, grief and balancing work and home.

Goldenwest Credit Union provides financial counseling free of charge to all employees and their immediate family members.

Each month **InterContinental Hotels Group** has a featured benefit that they promote to their employees. The topics range from fitness and wellness to employee discounts and benefits to patriotism and volunteerism.

Intermountain Financial Group/Mass Mutual has several contests for their agents and spouse/partner/significant other to earn an all expense paid trip for up to 10 people. The trips have included China, Scotland, France, and Brazil.

The Intrepid Group provides spa services for employees who are working a lot of hours or who may be undertaking a particularly difficult project.

Marriott Vacation Club International Owner Services has a full service post office onsite.

Nicholas & Co., Inc. has a Work/Life Coordinator whose sole duties are dedicated to morale, company functions, the company store, recognition programs, communication, and community partnerships.

Pepsi Beverages Company pays for employees to work with financial advisors.

Spillman Technologies partners with an Employee Assistance Program that regularly presents family coaching for the employee and their spouse. Topics such as parenting, budgeting, marriage relationships, substance abuse and healthy life choices are discussed.

ThomasArts pays for a financial course from a nationally recognized financial advisor, for all interested employees.

Cirque Corporation

"Cirque is a fun and professionally gratifying company to work for."

Futura Industries

"The best part about working at Futura is the culture, the attitude, the people."

Best of the Best

2010 Work/Life Awards

Positive Culture

All Winners 4.7

All Other Companies 4.4

Quarterly at **1-800 CONTACTS** an "Associate Recognition Night" is held at places like a skating rink or waterslide. Private screenings are held for the premier of blockbuster movies 3-4 times per year for associates, friends and family.

During the Christmas party at **Ace Disposal** the company provides each employee with gifts, 40 hours of vacation and a chance to win the main giveaway. This last year it was a paid vacation to Maui, which included paid time off.

Teams at **Automatic Data Processing, Inc.** have book clubs to read business and inspirational books and then discuss them in relation to client service and their personal lives.

Employees at **Cirque Corporation** take a couple of afternoons off each year in order to do team building activities, such as attending the movies, bowling or racing go-carts.

CLEARLINK provides the Ski Utah Gold Pass to employees, which gives them access to almost any ski resort in Utah at any time of the day.

CyberSource Corporation has an "eat and greet" every Friday where employees receive a breakfast item and are encouraged to mingle with their fellow coworkers in the main conference room.

Executech provides each employee a company car to use both for personal and business reasons. The company pays for the gas and insurance.

Fehr & Peers has a ping-pong and air hockey table in the office for the employees to have some fun on a day-to-day basis.

Futura Industries has a board called "Futura's Best" that recognizes three outstanding employees per week.

Goldenwest Credit Union focuses on fun by having marshmallow fights in management meetings, new employee welcomes with silly string, and outdoor jump rope contests.

New employees at **InterContinental Hotels Group** that do not take off any time during their first 90 days receive a free night's stay at any Holiday Inn property.

Intermountain Financial Group/ Mass Mutual encourages a positive culture through football, volunteering, fly-fishing, dinners and lunches.

The management at **The Intrepid Group** secretly selects a daytrip destination and books airfare for all employees. The staff report to work at 7 a.m. understanding they will not return before midnight. At the airport employees learn the destination of the day's activities. Intrepid has visited Disneyland, California Adventure and most recently San Francisco with an Alcatraz tour and a showing of *Wicked*.

Intrepid

"The best thing about working at this company is that everyone pitches in to do whatever needs to be done. No task is 'below' anyone at Intrepid."

Fehr & Peers

"They care about their employees. They really believe and live up to the core values of the company."

CLEARLINK

"The best thing about working at CLEARLINK is the focus on individual happiness."

Best of the Best

2010 Work/Life Awards

During the busiest season at **Marriott Vacation Club International Owner Services** the management team regularly creates events to demonstrate appreciation for everyone's hard work such as cooking and serving breakfast, lunch or special food treats.

Nicholas & Co., Inc. has a variety of team member appreciation events such as service awards, St. Nicholas for Kids, holiday parties, gift cards and the Truck "Roadeo" where drivers show off their abilities to their families and coworkers.

At **Pepsi Beverages Company** the workgroup managers have "check books" that they issue gift certificates to employees when they are caught going above and beyond.

Employees at **Spillman Technologies** can take family and friends to two different condos in Bear Lake or St. George, free of charge. The company stocks the condos with family games and sports equipment.

On each employee and their spouse's birthdays **Tanner LC** gives a \$25 gift card.

ThomasArts celebrates their CEO's birthday with a celebration for all. Each year is a different theme. One year they rented a mechanical bull and dressed in Wild West attire.

Utah Foster Care Foundation has adopted the tenets of the books, *Leadership & Self-Deception* by the Arbinger Institute as the basis of their corporate culture. The idea is to see people as people not as objects.

Community Involvement

All Winners 4.6

All Other Companies 4.2

Automatic Data Processing, Inc. has a special relationship with the Huntsman Cancer Institute. Because of their fundraising, the Institute named two hospital rooms after ADP and the former associate who inspired the relationship.

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

This past year, **CLEARLINK** completed a successful clothing drive on behalf of Big Brothers and Big Sisters where they donated hundreds of pounds worth of clothes.

Employees at **Executech** teach computer merit badge classes in their facilities.

Employees of **Fehr & Peers** adopted the Mirror Lake Highway six years ago and go out as an office twice a year to clean it up. The activity culminates with burgers and great conversation.

In 2007, **Goldenwest Credit Union** opened a branch inside a local high school 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.

Tanner LC

"The best thing about working at Tanner is the high caliber individuals I get to work with each day that allow me to learn and grow."

Ace Disposal

"The managers really care about the employees. It's a family."

Best of the Best

2010 Work/Life Awards

InterContinental Hotels Group assists several community organizations, such as Big Brothers Big Sisters, Camp Hobe, YWCA, Utah Foodbank, Children's Miracle Network, and Best Friends Animal Sanctuary.

The General Agent and his wife at **Intermountain Financial Group/Mass Mutual** founded Bikes for Kids of Utah. The day of the event this non-profit organization gives 1,000 bikes to 1,000 underprivileged kids along with helmets, locks, and many other goodies. Employees volunteer to organize the event and participate in it.

Each holiday season, **The Intrepid Group** finds a family in need and arranges a hotel for a night with dinner and a movie for the whole family. While the family is out, Intrepid fills the hotel room with Christmas gifts and treats to greet the family when they return. Employees shop for gifts and make lodging arrangements. Intrepid makes a financial contribution, but then many employees spend their own money to make Christmas a bit brighter for the selected family.

Pepsi Beverages Company provides paid volunteer time for employees to teach for Junior Achievement.

Tanner LC sponsors a Jump Start Leadership Conference, free of charge, for the 25 top accounting students from all public universities in the state.

Environmental Awareness

All Winners 4.5

All Other Companies 4.2

Ace Disposal is the first private waste removal company in Utah to buy natural gas garbage trucks for their fleet. They currently have eight with two on order. The goal is to have the majority of their fleet using natural gas.

Last year **Automatic Data Processing, Inc.** recycled over 95 tons of paper, resulting in an estimated savings of 1,611 trees, 663,076 gallons of water, 35,995 gallons of oil, and 313 cubic yards of landfill space.

Fehr & Peers has recently set up a reimbursement program for helmets, locks, shoes, etc. for those who wish to bike to work.

Futura Industries' manufacturing facility directly affects the wastewater that flows into the Davis County sewer district. In the past year, Futura was awarded a certificate of appreciation for zero infractions recognizing their commitment to the environment and meeting district goals.

Every year **Goldenwest Credit Union** holds a companywide spring-cleaning in the parking lots and grounds surrounding their branches. All employees participate, with contests for the most unusual items found onsite.

Intermountain Financial Group/Mass Mutual

"I feel very supported in what I am doing and feel like if it is possible to succeed in this business, there is no better place than here to do so."

Nicholas & Co., Inc.

"They trust me to be my own boss when my boss is not present."

Companies to Watch

2010 Work/Life Awards

The following companies are the 2010 finalists. Congratulations to these runners up – keep your eye on these companies for next year.

MICRO Companies	Industry	Finalists' Best Practices
Penna Powers Brian Haynes Salt Lake City, UT	Advertising/ Public Relations	Penna Powers Brian Haynes provides and pays for professional development opportunities and association dues.
MEDIUM Companies	Industry	Finalists' Best Practices
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.
Cirris Systems Corporation West Valley City, UT	Manufacturing	Cirris Systems Corporation offers a tuition reimbursement program to full-time and part-time employees on their first day of employment.
Equitable Life & Casualty Insurance Company Salt Lake City, UT	Insurance	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 given a check so they can do their holiday shopping.
Juniper Systems, Inc Logan, UT	Manufacturing	Juniper Systems, Inc has a company vegetable garden that is all open to employees.
Workers Compensation Fund Murray, UT	Property Casualty Insurance	Workers Compensation Fund employees receive paid time off to volunteer an hour of their time twice a week tutoring children at a local elementary school.
LARGE Companies	Industry	Finalists' Best Practices
CHG Healthcare Services, Inc. Salt Lake City, UT	Staffing	CHG Healthcare Services, Inc. offers pet insurance, discounts on health programs and products including acupuncture and massage therapy, as well as a 10 % discount for auto and home insurance coverage.

Looking Forward

2011 Work/Life Awards



Do you want to be part of the **13th Annual Utah Work/Life Awards, Utah's Best Places to Work™**?

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) 468-0112.
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