Utah WORK LIFE

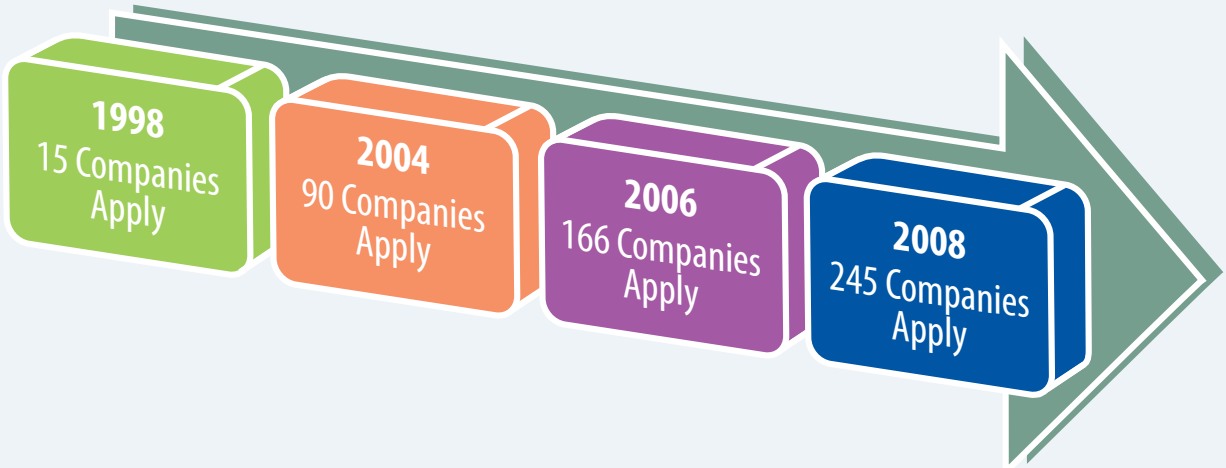
2011 AWARD

Utah's Best Places to Work™

2011

13th Year Transformation

In 2011 each company's Award data was quantified and formulated into an Index Score from 0-100. Based on the overall Index Scores, the top 20 companies are honored with the Utah Work/Life Award™- Utah's Best Places to Work™.



The Award had grown so much over the past 12 years that it was time to expand and grow along with demand. The move to Index Scoring allows all companies to:

- Compete against themselves and others
- Highlight the areas vital to their unique company culture
- Attract and recruit like-minded employees, vendors and customers
- Focus on success as they define it

All companies received an Index Score as well as Category Scores of 1-100 in the following Best Practice Categories:

- Flexibility & Benefits
- Whole Life
- Workplace Excellence
- Business & People Success

Companies compete in one of three size categories:

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

Award Winners 2011

Micro Companies

Digital Financial Group

Number of Employees: **22**

Industry: **Merchant Services**

Location: **Murray**

Overall score	96
Flexibility & Benefits	96
Whole Life	94
Workplace Excellence	97
Business & People Success	97

Fehr & Peers

Number of Employees: **10**

Industry: **Transportation Consulting**

Location: **Salt Lake City**

Overall score	96
Flexibility & Benefits	93
Whole Life	91
Workplace Excellence	99
Business & People Success	99

Utah Foster Care Foundation

Number of Employees: **33**

Industry: **Statewide Child Welfare**

Location: **Murray**

Overall score	96
Flexibility & Benefits	91
Whole Life	98
Workplace Excellence	99
Business & People Success	97

Medium Companies

Cementation USA Inc.

Number of Employees: **56**

Industry: **Mining**

Location: **Sandy**

Overall score	93
Flexibility & Benefits	92
Whole Life	91
Workplace Excellence	97
Business & People Success	94

Cirque Corporation

Number of Employees: **57**

Industry: **High Tech**

Location: **Salt Lake City**

Overall score	94
Flexibility & Benefits	94
Whole Life	94
Workplace Excellence	97
Business & People Success	92

CLEARLINK

Number of Employees: **450**

Industry: **Sales/Marketing**

Location: **Salt Lake City**

Overall score	91
Flexibility & Benefits	85
Whole Life	89
Workplace Excellence	95
Business & People Success	94

Medium Companies

CyberSource, a Visa Company

Number of Employees: **207**

Industry: **E-Commerce**

Location: **American Fork**

Overall score	92
Flexibility & Benefits	91
Whole Life	87
Workplace Excellence	95
Business & People Success	94

Digicert, Inc.

Number of Employees: **54**

Industry: **Professional/Scientific/ Technical Services**

Location: **Lindon**

Overall score	91
Flexibility & Benefits	90
Whole Life	92
Workplace Excellence	94
Business & People Success	90

Equitable Life & Casualty Insurance Company

Number of Employees: **137**

Industry: **Insurance**

Location: **Salt Lake City**

Overall score	92
Flexibility & Benefits	88
Whole Life	93
Workplace Excellence	94
Business & People Success	93

Futura Industries

Number of Employees: **251**

Industry: **Manufacturing**

Location: **Clearfield**

Overall score	91
Flexibility & Benefits	88
Whole Life	85
Workplace Excellence	96
Business & People Success	95

Intermountain Financial Group/MassMutual

Number of Employees: **65**

Industry: **Finance/Insurance**

Location: **Salt Lake City**

Overall score	92
Flexibility & Benefits	85
Whole Life	93
Workplace Excellence	96
Business & People Success	97

Software Technology Group

Number of Employees: **140**

Industry: **IT Consulting**

Location: **Salt Lake City**

Overall score	93
Flexibility & Benefits	91
Whole Life	90
Workplace Excellence	96
Business & People Success	96

Spillman Technologies

Number of Employees: **205**

Industry: **Public Safety**

Location: **Salt Lake City**

Overall score	92
Flexibility & Benefits	94
Whole Life	85
Workplace Excellence	95
Business & People Success	94

Large Companies

Automatic Data Processing, Inc.

Number of Employees: **800**

Industry: **Comprehensive Benefits Administration**

Location: **West Valley City**

Overall score	**89**
Flexibility & Benefits	85
Whole Life	89
Workplace Excellence	93
Business & People Success	88

Canyons - A Talisker Mountain Resort

Number of Employees: **659**

Industry: **Accomodations/Recreation/ Food Service**

Location: **Park City**

Overall score	**90**
Flexibility & Benefits	86
Whole Life	91
Workplace Excellence	92
Business & People Success	91

Mountain America Credit Union

Number of Employees: **964**

Industry: **Financial/Insurance**

Location: **West Jordan**

Overall score	**89**
Flexibility & Benefits	85
Whole Life	90
Workplace Excellence	93
Business & People Success	90

MVCI Owner Services

Number of Employees: **501**

Industry: **Hospitality**

Location: **Salt Lake City**

Overall score	**89**
Flexibility & Benefits	82
Whole Life	90
Workplace Excellence	93
Business & People Success	92

Nicholas & Co., Inc.

Number of Employees: **504**

Industry: **Food Service**

Location: **Salt Lake City**

Overall score	**92**
Flexibility & Benefits	89
Whole Life	92
Workplace Excellence	94
Business & People Success	93

South Davis Community Hospital

Number of Employees: **550**

Industry: **Health Care/Social Assistance**

Location: **Bountiful**

Overall score	**92**
Flexibility & Benefits	87
Whole Life	93
Workplace Excellence	96
Business & People Success	95

1-800 CONTACTS, Inc.

Number of Employees: **770**

Industry: **Wholesale/Retail**

Location: **Draper**

Overall score	**90**
Flexibility & Benefits	86
Whole Life	87
Workplace Excellence	94
Business & People Success	91

Best Practices, Best Scores

Organizations have varying degrees of cultural depth, workplace identity and clarity of focus. Employees are articulate ambassadors when it comes to describing impactful workplace experiences and their company's success in creating an exceptional place to work. The Work/Life Award focuses on four Best Practice Categories. Companies that excel in addressing their employee and business needs in these areas see high ROI's, increased productivity, loyalty, retention, innovation and bottom-line rewards. Below are the 2011 top scorers in each Best Practice Category.

Flexibility & Benefits Best Scores

Includes: flexible work arrangements, time off, family/flex benefits, health care, etc.

Micro	**Digital Financial Group, Inc.** Score **96** "Digital Financial Group never stagnates. Management doesn't sit back complacently just enjoying their success. They always look for different ways to make the company better for customers and employees."
Medium	**Cirque Corporation** Score **94** "Employee schedules are really flexible at Cirque. This is a great benefit that is worth a lot to me." **Spillman Technologies** Score **94** "I had a family emergency and my manager told me to take care of my family above all else. I felt like my job was to go home and take care of my family and Spillman would be there when I came back."
Large	**Nicholas & Company** Score **89** "At Nicholas & Company we are part of a big family, where our family and our customers' needs come first - Nicholas has always been there to help customers and our team members."

Whole Life Best Scores

Includes: child/elder care, community involvement, balance, wellness, education, etc.

Micro	**Utah Foster Care Foundation** Score **98** "Utah Foster Care has gone out of its way to stress how important it is to balance work and personal lives. They know it produces better employees and greater productivity."
Medium	**Cirque Corporation** Score **94** "Cirque is success-oriented for its employees as well as for the company. It encourages healthy habits and life choices for the individual and the environment."
Large	**South Davis Community Hospital** Score **93** "I feel as an employee of SDCH my ideas and input are ALWAYS valued. I am asked for my input on a regular basis. I feel I can offer my suggestions and know the ideas I give will carry weight in this company."

Workplace Excellence Best Scores

Includes: healthy work environment, company culture, retention, recruiting, etc.

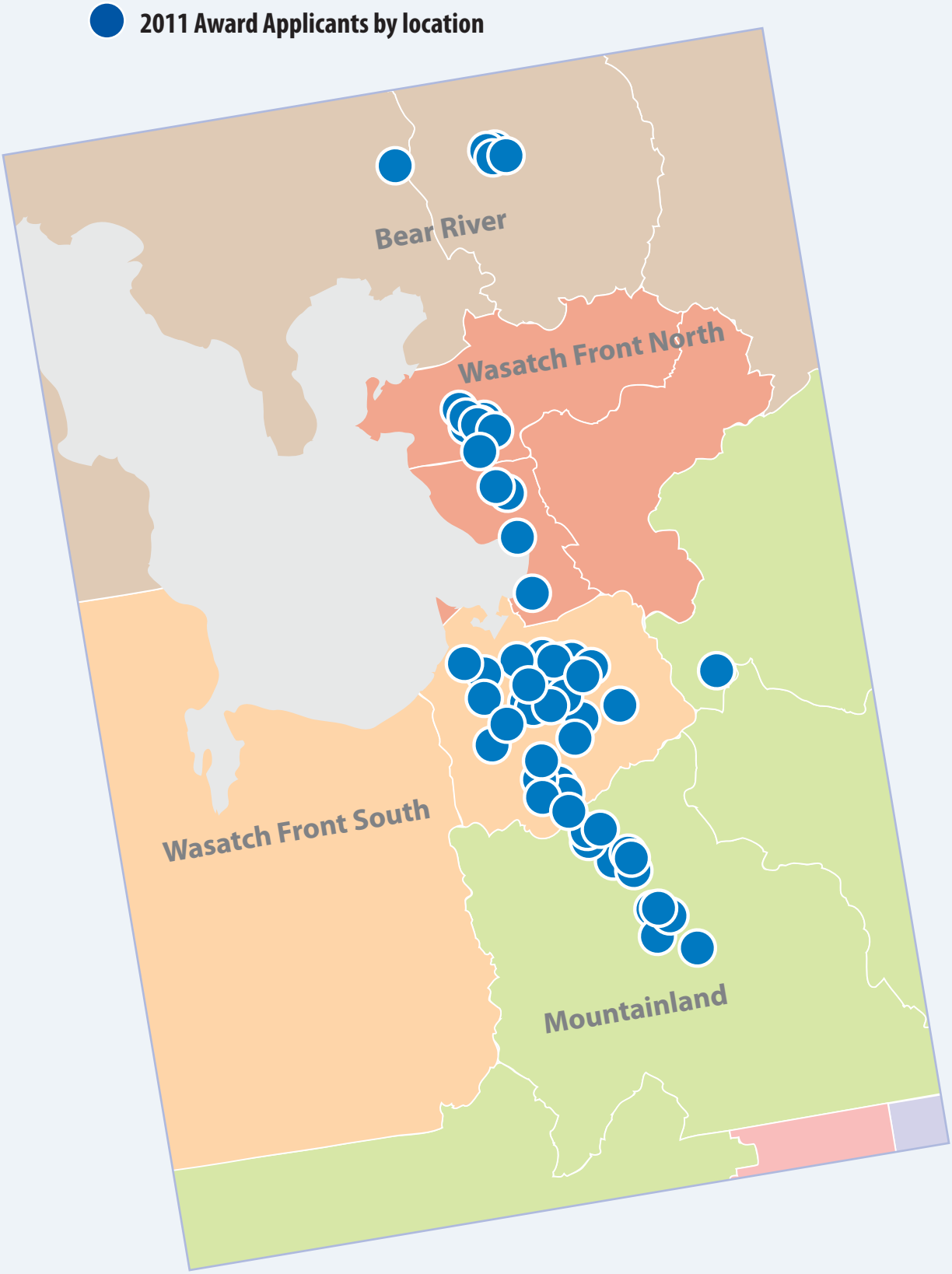
Micro	**Utah Foster Care Foundation** Score **99** "The flexibility and 'realness' of the culture is amazing. At Utah Foster Care, we are valued not only for the work we do, but for who we are." **Fehr & Peers** Score **99** "The staff at Fehr & Peers is impeccable. This is the most rewarding, inviting, and caring work place I have had the pleasure to work. I hope to remain for many years to come."
Medium	**Cementation USA** Score **97** "At Cementation, the open book/door policy here is a reality instead of a statement." **Cirque Corporation** Score **97** "The corporate leaders at Cirque are good people who sincerely try to help employees succeed both personally and in the corporation. This results in willingness to make changes, be flexible, receive input, adapt to changing market environments, and maximize the contributions of individuals for corporate success."
Large	**South Davis Community Hospital** Score **96** "At SDCH can talk with my CEO and CNO as I would a good friend, they will listen to my input and give me feedback."

Business & People Success Best Scores

Includes: training, accountability, professional/personal development, communication, etc.

Micro	**Fehr & Peers** Score **99** "Fehr & Peers is careful in hiring staff that exemplifies the core values and mission statement of the company. Because of that, each employee is very hard working, entrepreneurial, visionary, responsible, etc."
Medium	**Intermountain Financial Group/Mass Mutual** Score **97** "Besides being smart and competent, our management at IFG is also extremely devoted to their employees and try very hard to make the office a wonderful environment to work in."
Large	**South Davis Community Hospital** Score **95** "I am very confident in the leadership and future of SDCH. Business decisions are communicated well and administration is proactive in seeking feedback and basing decisions on what will be best for the company long term."

Company Locations



Runner Up Companies

Mantyla McReynolds

Number of Employees: **27**

Industry: **Accounting**

Location: **Salt Lake City**

Overall score	94
Flexibility & Benefits	88
Whole Life	95
Workplace Excellence	98
Business & People Success	97

Intrepid

Number of Employees: **19**

Industry: **Public Relations**

Location: **Salt Lake City**

Overall score	93
Flexibility & Benefits	86
Whole Life	94
Workplace Excellence	97
Business & People Success	96

Conservice

Number of Employees: **285**

Industry: **Utility Billing & Expense Management**

Location: **Logan**

Overall score	91
Flexibility & Benefits	83
Whole Life	89
Workplace Excellence	96
Business & People Success	96

Access Development

Number of Employees: **162**

Industry: **Affinity Marketing, Loyalty Programs, Savings & Discounts**

Location: **Salt Lake City**

Overall score	89
Flexibility & Benefits	87
Whole Life	87
Workplace Excellence	92
Business & People Success	91

Ace Disposal

Number of Employees: **171**

Industry: **Waste Recycling/Disposal**

Location: **West Valley City**

Overall score	89
Flexibility & Benefits	82
Whole Life	85
Workplace Excellence	94
Business & People Success	95

Tanner LLC

Number of Employees: **78**

Industry: **Accounting Professional Services**

Location: **Salt Lake City**

Overall score	89
Flexibility & Benefits	83
Whole Life	89
Workplace Excellence	92
Business & People Success	93

American Express

Number of Employees: **1900**

Industry: **Financial/Insurance**

Location: **Salt Lake City**

Overall score	87
Flexibility & Benefits	84
Whole Life	91
Workplace Excellence	88
Business & People Success	88

InterContinental Hotels Group

Number of Employees: **556**

Industry: **Hospitality**

Location: **Salt Lake City**

Overall score	84
Flexibility & Benefits	77
Whole Life	87
Workplace Excellence	86
Business & People Success	88

Advocates

In response to requests to learn how successful Utah companies were flourishing, we launched a wonderfully successful ADVOCATE program. At the core of the Award project is the philosophy to support, share and mentor Utah companies. The Advocate status is given to those companies that exemplify the Work/Life Award philosophy.

Thank you to our 2011 Work/Life Award Advocates and the fabulous ways they stepped up:

ADP - interview on success through fun in the workplace

Cementation – video for new college grads

Department of Workforce Services – article on people and the workplace

Futura Industries – radio spot on workplace excellence

Intermountain Financial Group - interview on flexibility and loyalty

Marriott Vacation Club International – hosted best practice tour onsite

Mountain America Credit Union – article on talent management

Nicholas & Company – radio spot on workplace excellence

This year companies were invited to expertise, wins and challenges through:

- SPEAKING – choose a topic to speak on or be interviewed
- TEACHING – teach a teleclass or webinar
- WRITING – write an article to be featured throughout the state
- LEADING – lead a live workshop or onsite tour to highlight successes

This created more opportunities to:

- Learn from other outstanding companies and pros in specific industries and fields
- Directly support the growth of the Utah Business Community
- Actively participate with other executives and colleagues, share wisdom and strengthen Utah's businesses, communities and families

Companies who stepped up and became ADVOCATES received:

- Official ADVOCATE status
- An official logo to let customers, vendors, employees and partners know that they actively support Utah's Best Places to Work™

To become an ADOVCATE contact us at: worklife@utah.gov

Looking Forward

Do you want to be part of the 14th Annual Utah Work/Life Awards™?

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.

ADVOCATE
WORK/LIFE AWARDS
2011
Utah's Best Places to Work™

Interested in hosting a Best Practice Tour, doing an interview or writing an article? Become a Work/Life Award ADVOCATE – email: worklife@utah.gov

Utah Department of Workforce Services
Office of Work & Family Life

1385 South State Street, Salt Lake City, Utah 84115 • 801/468-0112 • toll free 800/622-7390 • jobs.utah.gov

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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