



Best Places To Work Awards

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2015 Best Places to Work in Southeast Minnesota

Rochester, MN: All great employees want to know where everyone else wants to work. Vying to be recognized as one of the area's Best Places To Work is exactly where every business will want to be. Thanks to Workforce Development Inc, we all now know who some of those companies are in Southeast Minnesota. Seventeen companies representing Freeborn, Mower, Rice, Steele, Goodhue, Olmsted, Houston, Dodge, Fillmore and Wabasha Counties were recognized as the "Best Places to Work" in Southeast Minnesota.

Small Employer

(Under 75 Employees)

Southeast Service Cooperative

Albert Lea Electric Co.

Albert Lea Seed House

Freeborn Lumber Company

Tri-County Electric Cooperative

Mid-Size Employer

(76-150 employees)

CliftonLarsonAllen LLP

AgStar Financial Services

Alliance Benefit Group

Cooperative Response Center

Family Service Rochester

Gauthier Industries, Inc.

Large Employer
(Over 150 employees)

Pace Dairy
The Bergquist Company - A Henkel Company
Benchmark Electronics
Hearth & Home Technologies
Innovance Inc.
Olmsted Medical Center

The “Best Places to Work” awards program was a commissioned study by Workforce Development Inc. The purpose of the program was to recognize some of the best employers in our local area and provide vital information to companies about the practices they use to attract and retain employees. Each company participating was required to complete a 40-question survey that allowed their employment practices to be analyzed by the consulting firm of Personnel Dynamics Consulting of Florida. Every company participating in the survey will receive a detailed 20-page report detailing the information on their company and the results of the survey. Those companies who are being recognized receive a special award at the Best Places To Work Awards Banquet on April 30, 2015.

The data was measured on such parameters as: turnover, rate of growth, promotion rates, employee evaluations and feedback, percentage of employee injured, diversity of management, benefits offered, training expenditures, paid days off and increase in pay. The Workforce Development, Inc and sponsors joined forces to bring “Best Places to Work” program to Southeast Minnesota. ‘

The following is a brief description of each of the companies being recognized.

Small Category
(75 employees and Under)

Southeast Service Cooperative

21 Employees
4.8% Turnover Rate (Survey Average: 19.4%)
5.3% Growth Rate (Survey Average: 2.5%)
\$1,545 per employee spent on Training and Development (Survey Average: \$632)

Flexible work environment
On-site wellness center with workout equipment chosen by the employees
Employees select their own Professional Growth and Improvement Goals in their biannual review of performance objectives.

“Best Places to Work”

Albert Lea Electric Co.

26 Employees

96% of the employees are enrolled in the Health Insurance Plan

100% of the employees are enrolled in Life Insurance Plan

100% of the employees are enrolled in the Short Term Disability Insurance Plan

Albert Lea Seed House

30 Employees

6.5% Growth Rate (Survey Average: 2.5%)

12.1% Promotion Rate (Survey Average: 9%)

Three paid days for every employee to volunteer in the community

Employee schedules are established with employee input, allowing several to set their own work schedule

Provides fresh fruit and other healthy snacks (instead of doughnuts) in our break room

Freeborn Lumber Company

23 Employees

91.7% of the employees attended training sessions last year (Survey Average: 72%)

100% of the employees involved in Voluntary Retirement Program (Survey Average: 75%)

Employee Assistance Program for Employees and Family Members

Financial Planning Sessions for employees

Pizza or Sub Sandwich Lunch Days

Pot Luck Lunches

Tri-County Electric Cooperative

48 Employees

6.3% Turnover Rate (Survey Average: 19.4%)

100% of the employees involved in Voluntary Retirement Program (Survey Average: 75%)

100% of the employees involved in Life Insurance Program

Employee Assistance Program for Employees and their Family Members

24 Paid Days Off after one year of employment

Mid-Size Category

(76 – 150 employees)

CliftonLarsonAllen LLP

68 Employees

\$902 per employee spent on Training and Development (Survey Average:

\$902 per employee spent on Training and Development (Survey Average: \$632)

100% of the employees are enrolled in the Voluntary Retirement Plan (Survey Average: 75%)

All new employees attend a business skills class which includes, “What Does It Mean To Be Professional”.

Organization offers significant support for “Junior Achievement”

Kickball tournament, Snow tubing, Hockey Games, Twins Game, Chili Bowl (touch football tournament followed by a chili feed), Picnic, Christmas, After Busy-Season parties -Bowling, volleyball, softball

AgStar Financial Services

120 Employees
4.2% Turnover Rate (Survey Average: 19.4%)
97.5% of the employees attended training in 2014 (Survey Average: 71%)
Employee averaged 33 hours of training

New employees participate in a two-year development program
Flexible work environment – Many employees are able to work from home

Alliance Benefit Group

134 Employees
\$680 per employee spent on Training and Development (Survey Average: \$648)
9.7% Turnover Rate (Survey Average 19.4%)
4% Growth Rate (Survey Average 2.5%)

After the first week of employment, new employees and the entire department are treated for lunch
An annual employee appreciation week, with food every day and give prized out during the week
Offered Fitbits to all team members at a discount of 60%. Employees participated in the wellness steps challenge.

Cooperative Response Center

105 Employees
22.9% Promotion Rate (Survey Average: 9.0%)
\$2,742 per employee spent on Training and Development (Survey Average: \$648)
100% of the employees participate in Bonus Program

Every new employee is provided with a development plan for the year to follow their orientation
Participate in high school and technical college programs which helps prepare youth for job search activities and interviewing.
One hundred fifty hours of wellness related training for employees, along with a 2 day health and wellness fair; all of this training is done on paid time.

Family Service Rochester

79 Employees
4.4% Growth Rate (Survey Average: 2.5%)
\$1397 per employee spent on Training and Development (Survey Average: \$648)
32 Paid Days Off after one year of employment (Survey Average: 21 days)

Group volunteering events to build teams and give back
Employee Assistance Program for employees and their families

Gauthier Industries, Inc.

102 Employees
98% of the employees participate in Profit Sharing Plan
100% of the employees are enrolled in Life Insurance Program
100% are enrolled in Long and Short Term Disability Programs

Large Category (Over 150 employees)

Pace Dairy

301 Employees

6.7% Turnover Rate (Survey Average: 19.4%)

18.5% Promotion Rate (Survey Average: 9.0%)

Three-day orientation program covers policies, procedures and interjects fun into the training
Total Process Control - Teams are made up of a diverse group of hourly employees (entry level to operator) to participate in the decision process for improving their product line
Employee Appreciation Event, a yearly off-site event full of fun, food and prizes that employees (plus a guest) can attend.

The Bergquist Company - A Henkel Company

182 Employees

9.9% Turnover Rate (Survey Average: 19.4%)

21% Promotion Rate (Survey Average: 9.0%)

98% of the employees participate in Bonus Plan

We send local kids to Eagle's Bluff or Wolf Ridge Environmental centers
Employees participate in various committees for things such as safety, quality, continuous improvement events, wellness
Loan programs to help those with poor credit get their ratings up, emergencies, home loans, & computers.

Benchmark Electronics

966 Employees

97% of the employees attended training (Survey Average: 71%)

99% of the employees participate in Bonus Program

25 Paid Days Off after one year of employment (Survey Average: 21 Days)

Employee involvement through 'Round table' engagements, and Lean Six Sigma initiatives
Wellness and Be Fit to Give--where we combine employee fitness and wellness programs to raise money for community charitable organizations.

Hearth & Home Technologies

478 Employees in Southeast Minnesota

5.4% Growth Rate (Survey Average: 2.5%)

20% Promotion Rate (Survey Average: 9.0%)

86% of the employees participate in a Voluntary Retirement Program (Survey Average: 75%)

Every other month we have Lunch with the Plant Manager sessions - Quarterly business reviews are conducted and presented to every member in the facility.
Health and Wellness Programs, On-site Flu Shots and Health Screenings, Weight Loss programs, Smoking cessation programs

Innovance

346 Employees

\$847 per employee spent on Training and Development (Survey Average: \$648)

12.4% Turnover Rate (Survey Average: 19.4%)

100% of the employees are involved in Stock Ownership Program

Teamed up with South Central College to build a Beginner/Intermediate customized training for newly unskilled operators

Paid Time Off donation program

Various committee for employees to participate in participating – Wellness, Safety, Strategic Planning, Event Planning

Employee Relations, Fundraising, Youth Apprenticeship, Tobacco Free, etc.

Olmsted Medical Center

1205 Employees

10.1% Turnover Rate (Survey Average: 19.4%)

78% participate in Profit Sharing Program

OMC provides annual employee social events including a service anniversary recognition breakfast, summer all-staff picnic, all-staff holiday party, spring movie day, clinician holiday gathering, Founders' day luncheon for past clinicians and administrators, an annual employee golf outing, and a formal customer-service-excellence peer recognition program.

OMC collects input from staff through several annual employee-satisfaction surveys and questionnaires