



Best Places To Work Awards

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April 20, 2013

For Release April 26th, 2013:

2013 Best Places to Work in Southeast Minnesota

Rochester, MN: The economy is beginning to show improvement and employers throughout Southeast Minnesota are gearing up for increased competition for talented workers. 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 the Workforce Development, Inc., the Southeast Minnesota Workforce Investment Board, we all now know who some of those companies are in Southeast Minnesota. Fifteen companies were recognized as the "Best Places to Work" in Southeast Minnesota at an event held on Thursday, April 25 at the Rochester International Event Center. The companies recognized include:

Small Employer

(100 employees and Under)

Cooperative Response Center

Gauthier Industries

IBI Data

Southeast Service Cooperative

US Water Filters

Mid-Size Employer

(101-400 employees)

Alamco Wood Products, Inc.

Alliance Benefit Group

Innovance

McNeilus Steel, Inc.

Rochester Motor Cars

Large Employer
(Over 400 employees)

CliftonLarsonAllen LLP
Hearth & Home Technologies
Pace Dairy Foods
Olmstead Medical Center
The Bergquist Company

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 19-page report detailing the information on their company and the results of the survey.

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.

Employers also have an opportunity to highlight programs they are most proud of, or Best Practices that they believe have a positive impact on their workforce. Many highlighted the investments they make in professional development, employee training programs and profit sharing. Tele-commuting opportunities and Employee Assistance Programs (EAPs) are also common among the recognized organizations, as are new employee mentoring/buddy orientation programs. Some organizations even provide low interest or interest free loans to their workforce.

A common theme within all of the recognized organizations is the value they place on recognizing and appreciating their staff. Examples include an Employee Appreciation Week where staff is given gifts and food is brought in throughout the week. Other examples include: “Ice-Cream Thursdays” in the summer, “Bagel Mondays”, family outings, wellness events including flu shot clinics for families, nutrition/exercise classes and “Biggest Loser” style competitions, walking trails, basketball courts, and kickball tournaments. Some organizations use “Peer to Peer” awards, and “High Fives” to provide opportunities for staff to recognize each other.

Overall, these organizations make substantial investment in training and retaining their staff. The return on their investment is a highly engaged, highly satisfied workforce that is proud to work for each of these organizations.

Workforce Development, Inc. and partners are proud to bring the “Best Places to Work” program to Southeast Minnesota.



Pictured above: Gregg Draeger, Angie Ross, Bobbi Olson, Joe Duda of CliftonLarsonAllen LLP



Paul Thompson, Julie Schramek, Leah Ferch, Nancy Morrison, Brad Fjelsta of CRC



Elizabeth Flatt, Nathan Redman, Mandi Penrod and Pam Naatz of IBI Data