

## 2015 Workplace Excellence Best Practices

### American Speech-Language-Hearing Association

[www.asha.org](http://www.asha.org)

Nonprofit

Healthcare, Professional/Trade

More than 250 Employees

Characteristics of the Desired Organizational Culture • Managers are seen as coaches and team leaders. They are valued for these skills. Leadership is participative and flexible. • Organizational structure policies and procedures are developed to help people get the job done and to protect the long-term health of the Association. They are readily reviewed and changed as needed. • Joint decision-making occurs routinely. Information is readily shared. Problem solving is highly pragmatic. People work informally and are not preoccupied with status and territory. Conflicts are dealt with openly. • Productivity is measured by the results achieved. • Common objectives are widely shared and energy is channeled toward meeting the objectives. The responsibility is shared. • Nonconformity is accepted. People are expected to present innovative ideas. People feel free to brainstorm. • There is a high level of trust that people will do the right thing and policies and procedures reflect this. Problems are dealt with by the supervisors when they occur. • Collaboration is freely entered into. Competition is fair, open, and in pursuit of a shared goal. Relationships are honest. • People get on-going feedback about their performance in a constructive, helpful manner. Poor performance is confronted and a resolution-oriented action plan is put into place. • People are highly motivated. They seize opportunities for personal growth. People view work as important and fun. • Risk taking is supported as a part of growth and change. • Mistakes are viewed as opportunities for learning and re-examining the process. • The organization is future-focused and adapts quickly to changing demands. People can articulate common goals and are aware when organizational goals are achieved. These achievements are celebrated. • Communication is frequent, informal, interactive, and multidirectional. People feel well informed. • People experience the organizational culture as being customer service driven. Our commitment to our members is demonstrated in everything that we do. Our structures, processes and interactions are built to assess and fulfill our member needs. • Strategies are data driven. Member needs and issues are tracked and the wider environment is routinely scanned. The data is collectively analyzed and strategies and operational plans are developed from what is learned. There is a on-going cycle of gathering, analyzing, and making changes as needed.

### BDO USA, LLP

[www.bdo.com](http://www.bdo.com)

For Profit

Consulting/Professional Services, Financial Services/Accounting

## Between 50 - 249 Employees

At BDO, our goal is not only to attract top talent, but also retrain top talent in a workforce that is diverse in gender, age, ethnicity, and values. BDO offers an extensive compensation package and also offers a variety of firm-wide initiatives to support a positive work environment: CLIMB - BDO's strategic plan; Core Values - the foundation of our corporate culture and are essential to everything we do; BDO Counts - our national umbrella for corporate volunteerism; BDO Green - initiative to create an eco-friendly work environment; BDO Flex - a flexibility strategy to help employees manage a work+life fit; Secondment program - allows employees to work at BDO International firms; Keys to Success - a program to aid employees in professional development; BDO-U - training center where employees can access over 1200 on-demand trainings; My Performance - online performance management system that allows employees to request feedback any time of the year; Workplace Feedback - suggestion program where employees can submit anonymous feedback; BDO News - online source for internal news, updated daily; BDO L.I.F.E. - firm-wide wellness program; REPLY - employee referral bonus program; CPA perks - reimbursement and certification bonuses; Career Advisors - mentoring program for all employees; Women's Initiative - plans networking events and ensures all professionals have equal opportunity to career experiences;

## **Booz Allen Hamilton, Inc.**

[www.boozallen.com](http://www.boozallen.com)

For Profit

Consulting/Professional Services

More than 250 Employees

- Lean-In Peer Circles—launched by our Women’s Forum—help staff leverage the knowledge, perspective, and support of their colleagues as they work on their professional development. These structured, self-organized peer groups are open to all employees—male or female. This initiative complements Booz Allen’s broader support as a partner sponsor of Lean In—a nonprofit focused on the development of women leaders—and to all employees leaning into their careers.
- Military Spouse Forum—The US Chamber of Commerce recognized the efforts to prepare, employ, and advance military spouses with the Military Spouse Employment and Mentoring Award. The firm continued this commitment by launching a new forum that gives military spouses—male and female—the opportunity to convene, raise awareness of their unique needs, and gain tailored support and resources to help foster thriving careers.
- The Great Vision 2020 Challenge-which encourages staff to bring out their inner artist-builder-singer-storyteller- videographer and creatively share what inspires them most about the firm’s future through the year 2020. Categories were based on our four tenets of Vision 2020—the long-range strategy: “Innovation,” “Empowerment,” “Strength,” and “Commitment.” To heighten engagement and the “fun factor,” the firm held Design Days at new-hire orientations and 20 offices firmwide. Staff connected with leaders and colleagues for inspiration and to create entries. The Design Thinking and Creative Solutions experts helped staff brainstorm and storyboard ideas, and fun art supplies—from modeling clay to pom-poms—fueled creativity. Entries—ranging from original songs, quilts, and human pyramids, to stop-animation videos and macaroni art—were posted by staff on the

internal Yammer site for colleagues to view, “like,” comment on, and ultimately vote on. Four winners received \$5,000 for their chosen nonprofit, and our grand prize winner received \$10,000 for hers. Ongoing, high-energy communications across internal channels resulted in 4,700+ votes being cast.

- Countdown to 100—this internal engagement campaign launched exactly 100 days before January 1, 2014—the year Booz Allen marks its centennial year in business. Throughout the campaign, the firm raised staff excitement around the firm’s heritage and 100th-anniversary milestone, by running historical stories, anecdotes, and photos in our weekly firmwide newsletter, and on the intranet homepage and Yammer. Due to positive response, halfway through the campaign the firm decided to continue these weekly communications throughout 2014.
- 100 Expressions of Greatness—an employee spotlight series featuring 100 of our Great Vision 2020 Challenge entrants. Each “Expression”—composed of an individual’s photo, a quote about what inspires him/her, and quick personal stats—allows viewers to see the “face behind the entry.” The series ran in internal communications, and on Yammer and digital bulletin boards at offices throughout the countdown, and continued throughout 2014, culminating in a keepsake Centennial poster.
- The Garage—Named because some of the best innovations happen in workshops and garages, this online idea crowdsourcing platform gives staff a forum to host and participate in tackling difficult challenges, for any colleague to help solve. Feedback from peers and leaders are posted on leaderboards that highlight solutions that receive the most crowd support. Ideas that meet the owner's criteria and receive the best feedback get firm support to prototype into actionable solutions for our markets.
- The Combustion Chamber—based on the hit TV program “Shark Tank,” this bi-annual event allows employees to present their mature cross-market solutions to a panel of senior leaders and industry partners. Chosen applicants have 5 minutes to persuade the panel why their prototype should win the chance to accelerate into a viable, marketable solution using investment dollars, leadership guidance, and other resources.

## Calvert Investments

<http://www.calvert.com/>

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

Since our founding in 1976, Calvert has set industry standards for asset management excellence in both the way we select companies for our portfolios and how we serve clients' interests. Calvert offers associates more than just traditional rewards. Our culture is characterized by a shared sense of commitment to our mission, our customers, our fellow associates, and our communities. Our benefits are designed to allow associates to balance every important aspect of their lives. Our associates make valuable contributions to the success of our business. By recognizing and supporting the needs of our working mothers, fathers and all our associates, we are investing in our own future. Barbara J. Krumsiek, President and CEO of Calvert Investments Inc., states, "We strive to create a positive working environment for our associates because we believe that they are the most important component of our success." Leading this team of associates for the past 17 years, Barbara has always supported Calvert's commitment to work-life strategies, from her unending encouragement of Calvert's continued

community involvement efforts to her full support of Calvert's sometimes unconventional associate benefits. Calvert offers a full range of benefits, offering associates options that meet their personal needs. In addition to medical, dental, vision, short and long-term disability coverage, life insurance, flexible spending accounts, domestic partner benefits, and an employee assistance program, Calvert's benefits are continuously expanding and changing based on our employees' needs and preferences.

## **Calvert Memorial Hospital**

[www.calverthospital.org](http://www.calverthospital.org)

Nonprofit

Healthcare

More than 250 Employees

Calvert Memorial Hospital has the unique quality of being a community hospital. This gives our employees the opportunity to give back to the community in which they live. Having the ability to employ those who live in the area we serve, an environment of longevity is established which results in lower turnover rates and sustained employment. Calvert Memorial Hospital is a small, community-based hospital; therefore, we need to be innovative to ensure we provide the best services available in the DC Metropolitan area. The innovative partnerships with Johns Hopkins, Georgetown, Washington Hospital Center, and University of Maryland have allowed CMH to provide leading specialists to serve members of our community through our Best of Breed program. Patients throughout our community can receive the care they need at our Hospital rather than commuting to a hospital further away to receive the care from a specialist from one of the larger organizations that we have partnered with.

## **Carroll Hospital Center**

[www.carrollhospitalcenter.org](http://www.carrollhospitalcenter.org)

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital Center employs a number of unique programs, efforts and services to develop workplace excellence. In terms of professional development, our hospital is proud to offer a top-notch mentoring program to all newly hired nursing professionals. This program pairs nursing students, new graduates and experienced nurses with a veteran nurse (known as a preceptor) in a specialty area, such as medical/surgical, critical care/progressive care, emergency medicine, obstetrics and the operating room. Together, they become partners in patient care during the orientation process, a process individualized to meet the needs of each nurse. We prepare new hires with the resources and knowledge they need to succeed at our organization through a detailed two-day orientation process. Throughout this orientation, they meet key players at our hospital and learn their roles, as well as

become acclimated to the culture and environment of the hospital as they are informed of our practices. We offer tuition reimbursement for those wanting to pursue higher education, and have created partnerships with universities to promote education opportunities for our employees. Our Carroll Learning Institute was designed for upper and mid-level managers to develop their leadership skills. We also partner with the Maryland Healthcare Education Institute, a research and education foundation affiliated with the Maryland Hospital Association, to provide additional programs and leadership training for managers. Building a healthier community, educating people about health risks and helping individuals create healthier habits are at the core of what we do as a community hospital. We also realize that, as health care providers, we need to take care of ourselves so we can care for our patients. In this regard, our organization announced that effective January 1, 2015, we will not be hiring individuals who use nicotine products. And we continue to offer our results-based wellness program, which has been very successful in helping Associates recognize and work on risks to their health. With the new Tevis Center for Wellness opening on our campus this year, we have been able to expand our offerings to our Associates and the community, including free guided imagery daily and the opportunity to get free nutrition advice from our community nutrition educator each week. This year, we also partnered with a local fitness and wellness center to offer Associates and their families discounted memberships and access to the latest in cardio and strength-training equipment and exercise classes.

## **Cartus Corporation**

[www.cartus.com](http://www.cartus.com)

For Profit

Consulting/Professional Services, Relocation/Global Mobility

More than 250 Employees

"Our company has an active goal of making Cartus a place where people enjoy working and where others want to work. Fundamental to this goal is a focus on recognizing and nurturing our company culture. **WORK/LIFE BALANCE** Because we understand that our employees have responsibilities outside the workplace, Cartus helps employees enjoy a healthy, fulfilling work/life balance. Our offices support flexible working. In fact, about half of our employees worldwide take advantage of our flexible work schedule. In various offices, we offer onsite concierge amenities, an onsite wellness center, health screenings and wellness seminars, nutrition and exercise programs, and family events like our annual Bring Your Children to Work Day. Our work/life initiatives have earned awards from the Society for Human Resources Management, the Alliance for Work/Life Progress, HR Magazine, and Workforce Magazine. **WELLNESS** Our global Wellness Program covers a broad diversity of initiatives, including health screenings, Lunch & Learns, and the annual Wellness Fair, among other events in our offices around the world. • The Wellness Fair, conducted annually since 2003, features dozens of exhibit booths/tables sponsored by local practitioners and organizations involved in health-related activities. • Lunch & Learns are educational presentations featuring health professionals given during the lunch hour on a wide variety of health-related topics, from Women and Heart Disease to Acupuncture and Medicine. • Health screenings, from blood pressure to mammography, are an important Cartus initiative across the globe. • Our Wellness Center in Danbury, Connecticut, saves 4,000

employees a year an average of \$86,000 in annual co-pays. • An additional contributor to wellness at Cartus is the Realogy iThrive Program. Accessed through the company intranet, iThrive targets health, fitness, prevention, and educational topics that complement our local program. • The Business Council of Fairfield County (CT) recognized Cartus as the Platinum winner in its ""Promoting a Healthy Workplace"" program."

## **Cassaday & Company, Inc.**

[www.cassaday.com](http://www.cassaday.com)

For Profit

Financial Services/Accounting

Less than 50 Employees

Employee Compensation Plan Profit sharing plan contributions Continuing Education Reimbursement Program Early Release Days--during the holiday season Free gym memberships Charitable giving via our donor advised fund - Cassaday & Company matches all employee contributions Flu shots Healthy Snacks/Beverages provided at no cost to employees Event planning committee--plans company-w ide outings and retreats Employee gifts Tenure recognition program

## **Cetrom Information Technology, Inc.**

[www.cetrom.net](http://www.cetrom.net)

For Profit

Technology, Cloud Computing IT Services

Less than 50 Employees

-Organizational telecommuting model -"Daily Huddle": daily team meeting for all employees to share updates and ideas -Quarterly all-hands team meeting and training -Yearly company-wide, all expenses paid, 3 day resort trip -Green organization initiatives

## **Chaney Enterprises**

[www.chaneyenterprises.com](http://www.chaneyenterprises.com)

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

Our Wellness Plan gives employees the opportunity to work towards discounted insurance premiums for the plan year up to 50% off. The program works off a point system which offers many ways to gain points. The quickest way to gain points is to obtain a physical exam that includes a screening for cholesterol, glucose and blood pressure and follow the doctor's treatment plan for any abnormal results. Other ways to gain points include eye exams, dental visits, wellness seminars, flu shots, gym memberships, mini workshops. We also have a free program called Walking Spree where employees can receive a free pedometer that will link to the Walking Spree website and track their steps, food intake, and workout schedule. Challenges are created and if the employee finishes the challenge they can win cash and prizes. We have bicycles available on-site at the corporate office for employees to use during the day to run their errands, pick-up lunch, get a little extra exercise, or simply for a stress break. There are regular wellness newsletters which go to all homes and are posted addressing many and varied health related topics. We implemented a new TeamPC Banking program which gives employees the ability to convert their weekly TeamPC (bonus) into an equivalent amount of paid leave to be utilized during our slower business periods. Free webinars are offered to our employees and customers on a variety of company, industry or DIY topics such as Concrete 101, Paver Installation, etc. We have an 'employee leasing program' with another company whose busy and slow seasons are opposite of our busy and slow seasons. This program allows our companies to basically 'share' employees during our busy times and thus keeps the employees of both companies working and reduces the need for us to hire additional staff seasonally. We now offer as part of our medical plan free Teladoc services. Teladoc is a service where employees and their dependents can call or video chat with a doctor 24/7. This has helped many of our employees who have regular minor issues like sinus infections or colds and need a minor prescription.

## **Charles Regional Medical Center**

<http://charlesregional.org/>

Nonprofit

Healthcare

Less than 50 Employees

University of Maryland Charles Regional Medical Center is committed to providing a balanced workplace that offers programs that meet the work, life, health, financial literacy and community outreach needs of our employees to include civic and socially responsible initiatives that support them and the organization's mission. We continue to offer programs that offer flexibility, professional growth and development, comprehensive total compensation and wellness programs. We have added robust educational programs to improve the financial health of our employees, partnered with the Physicians Committee for Responsible Medicine to offer onsite Food for Life programs, established relationships with most of the local vendors in our area to offer discounts and bring services onsite. We continue to sustain and broaden our relationship with Partnership for a Healthier Charles County, The American Red Cross, United Way and many other civic groups. Our employees get to use their skills and training to provide committee based education classes in the area of Stroke Rehab, Diabetes maintenance and prevention, Cancer Survivor Support group, Wound Care, Car Seat Safety checks, and Breastfeeding to

name a few. Through our partnership with the Charles County School System, we are a designated training site for their HealthCare Academy. We also annually organize Thanksgiving basket giveaways for needy families in the community, Christmas toy drive, and back-to-school supply drive. Certainly this is not an all exclusive list of the many activities and programs provided to our employees but an example of our commitment to meet the needs of our employees by creating opportunities for them to have a balanced life, improve their health and serve our community.

## **Chevo Consulting, LLC**

[www.chevoconsulting.com](http://www.chevoconsulting.com)

For Profit

Consulting/Professional Services

Less than 50 Employees

"Chevo continues to commit itself to maintaining a workplace environment where employees feel appreciated for their hard work, their ideas, and their values. Our "Pillars of Chevo's Corporate Culture" philosophy guides our consultants in the core values and principles we rely on: Client Satisfaction, Communication, Consultative Approach, Teamwork, Personal Effectiveness, and Leadership. These values encompass a business and personal philosophy that engenders a positive workplace, which in turn presents a united front to clients and delivers high quality results, creating client satisfaction and loyalty. Our awards have been developed from these values, and they recognize the hard work of our employees in living up to these standards. We call them AACCE: Annual Awards to Celebrate Chevo Excellence. Chevo also works to better our community: we have quarterly, seasonal, and individual charities that Chevo and its employees voluntarily donate to (Chevo matches all financial donations for each quarterly charity, and we communicate this to employees with each new charity announcement).

- "Pillars of Chevo's Corporate Culture": Booklet educating employees on Chevo's culture
- Jeans for Charity Fridays: Program facilitating donations to various charities throughout the year
- AACCE: Awards acknowledging a years' worth of exceptional work
- Spot Awards: Awards given throughout the year, acknowledging great work on specific projects
- Discretionary Quarterly Bonuses: Earned by employees for a noteworthy quarter
- Flextime and Telecommuting: Promoting a healthy work-life balance for employees
- Semi-Annual All Hands Meetings: Corporate meetings twice a year for Chevo staff to meet and get updated on the company, our philosophy, and progress."

## **CollabraSpace**

[www.collabraspace.com](http://www.collabraspace.com)

For Profit

Consulting/Professional Services, Technology

Between 50 - 249 Employees



CollabraSpace makes the company an excellent place to work by understanding our team need for work-life balance by providing flexible scheduling, including the option for telecommuting. We have family focused extracurricular events including Camp CollabraSpace, a 1/2 day technology and engineering program for team-member's children in grades K-8. We host monthly Technical Exchanges led by team-members and industry representatives to help maintain a good sense of camaraderie among associates and expand employee education. We support our team's passion for charities in our local community and on a national level both through financial support and marketing and social media support of team member efforts. CollabraSpace contributes 100% premiums for all levels of coverage (individual to family) to health, dental, life and AD&D on behalf of its team members, issues annual bonuses, and much more. Finally, we trust the judgment of our team by providing a \$5,000 bonus for each referral which leads to a new hire.

## Corporate Network Services

[www.cornetser.com](http://www.cornetser.com)

For Profit

Technology

Less than 50 Employees

"Corporate Network Services (CNS) ), founded in 1993 to value its employees and clients equally, is an IT strategy and consulting company that arms businesses, non-profits and government agencies with the tools needed to control and grow their business. With our Connections Count, Wellness Counts, and Community Counts programs we connect with our clients, employees and the community in unique ways creating a supportive innovative, challenging, and fun working environment. Our company culture is rooted in the Attitude tenets—Connect, Own, Innovate, Expedite and Succeed—and employees who demonstrate the tenets are recognized with monetary rewards monthly, quarterly and annually. The year kicked off with a day-long offsite where employees presented six informational sessions for their fellow employees on topics ranging from the sales process and accounting collections to client offerings like Security. We celebrate our employee's life events with personalized cards for birthdays, new homes, illness and deaths, greetings for returning travelers, baby showers for fathers /mothers-to-be and spouses, CNS accommodates these life events, offering an afternoon off to an employee whose spouse works weekends and offering flexible start times to parents needing accommodating day care hours. Our Attitude Album captures our employees' view of the CNS culture and enlightens new employees. That culture includes our Community Counts employee volunteer program that supports Poolesville functions: Holiday Tree Lighting, Poolesville Spring Fest, Fall Fest, Poolesville Day, Little League, WUMCO Walk-in-the-Park and Build-a-Scarecrow; WUMCO food collection and support of a needy family through the holidays, Manna Food Center (Food sorting)..

- Open-Door Policy
- Family-supportive atmosphere
- Training and Development programs for all employees
- Client (up to \$5000ea) /employee (\$1,000ea) referral bonus
- 401K with company contributions
- Financial counseling
- Paid life insurance, long /short term disability and optional discounted life insurance, domestic partner coverage
- Employee surveyed choice of HMO or PPO insurance- medical, dental and vision
- Telecommuting
- Personal, vacation, marriage,

maternity/paternity leave • Leave pool • Monetary awards: length of service (varies), • Employee of Quarter (\$100), President's award (\$500), employees awarded 36 employee Attitude Awards (\$25). Management awarded 123 Monthly Kudos • Sales, Year-end Bonuses • Be Green and Wellness initiatives with Intranet tips. • Healthy food choices at all events • Social events- Winter hike, Welcome/Goodbye Summer cook outs, Happy Hours, Holiday Yankee gift swap/healthy recipe pot luck, themed potlucks, Dinner and a Movie night and Semiformal Holiday Party for employees and spouses, • \$50 for having a yearly physical and/or health assessment • Onsite scales, BMI monitors, waist tape measures and blood pressure cuffs, wellness challenges, Employee subsidy for 5K race • Quarterly meetings: bowling outing,, Health Fair, team building activities–tug-of-war, basketball, mini-golf , bowling • Wellness activities- holiday weight challenge, wellness challenges, free seated massage, free flu shots, blood pressure, ergonomic workstation advice, meditation demo/CD, BP, \$50 for yearly physical and/or health assessment. onsite scales, BMI monitors, waist tape measures and blood pressure cuffs, Employee subsidy for 5K race • Quarterly shredding of sensitive documents and yearly recycling/disposal of unusable technology equipment - employees participate • Continue saving with upgraded natural gas HVAC • Completed replacement w/ more efficient fluorescent lights. "

## **DelCor Technology Solutions, Inc.**

[www.delcor.com](http://www.delcor.com)

For Profit

Consulting/Professional Services, Technology

Less than 50 Employees

We offer a number of events throughout the year to help staff feel appreciated and to provide teaming/bonding opportunities. These include recreational cooking classes, adventure outings, sporting events/tickets, and community service events. This year, in celebration of our 30th anniversary, we conducted 30 Acts of Appreciation throughout the year, divided equally among our Staff, Clients, and Community. All new staff meet with senior leaders. We support employee recognition, rewards, and achievement, but we have a "no more plaques in the kitchen" mindset. We want our recognition to be more creative and substantial than that. What we do have in the kitchen is a wall on which employees each have a designated space for posting items of personal interest -- photos, clippings, etc. -- to help "represent" them in the office when they aren't physically here. Whenever we have office needs for paper shredding or electronics recycling, we extend that service to staff. They may bring dead electronics in at any time and keep them in our storage unit until such an event occurs. We offer a treadmill desk and lift desks that adjust from sitting to standing. All employees get business cards for personal/professional use, as well as periodic supplies of apparel and accessories, such as weatherproof jackets, umbrellas, and mobile device chargers.

## Discovery Communications

corporate.discovery.com

For Profit

Media

More than 250 Employees

Discovery prides itself on supporting an environment that is both creative and innovative. This is a culture that was instilled by our founder, John Hendricks. Among the many unique and innovative efforts that promote Workplace Excellence at Discovery is the John Hendricks Innovation Awards. We created an opportunity to recognize these traits on an annual basis and named it after our leader, John Hendricks. These awards are offered to individuals and teams for the networks as well as the corporate team. The award winners are announced as part of an annual ceremony that is broadcast across the company for all to see. The ceremony highlights an employee as the emcee in an event that is full of glitz and glam and truly showcases the amount of innovation within our company. This year, there was a very unique addition to the list of awards: The Most Successful Failure. Although the name of this award may come across as an oxymoron, here at Discovery, we value failure as it demonstrates a risk taken and a lesson learned. As C.S. Lewis once said, "Failures are finger posts on the road to achievement." During the John Hendricks Innovation Awards, President and CEO, David Zaslav addressed employees and said: "What we do is really hard. We spend a billion and a half dollars a year and more than 2/3 of what we do doesn't work. Failure is the hardest thing to deal with as a human being. It's a very interesting conundrum because on the one hand it's hard to work on a series and let it set sail and hope with all of the marketing and production that the audience is going to love it and then, they just don't. But, that's what happens most of the time in our business and so we deal with failure all the time. The only way that we can be successful is to have good self-esteem to really believe in ourselves and work with each other to get our best creative vision and to accept the failure and learn from it. Out of failure, out of those drops, come all the great opportunities we've had at this company. A big piece of things not working is to be able to understand what's not working. We gave this award today for failure because we need to embrace it, find it as soon as we can and then we need to talk about what we can learn from it." Discovery Communications is different than most media companies because it values and appreciates employees above everything else. As David Zaslav said, "We believe in you. We have the best people in this company and have provided programs to continue to elevate you, to create an environment where you can fail, where you can succeed."

## DocuTAP

<http://docutap.com/>

For Profit

Healthcare, Technology

Between 50 - 249 Employees

A true “founded in a garage” company, DocuTAP offers a Silicon Valley vibe right here in Sioux Falls, South Dakota. From Keurigs spread throughout the office, jeans worn every day, and annual Wii Bowling tournaments, employees experience a casual and collaborative work environment. Led with a service first mentality, employees follow through with local charity events, blood drives, and international mission trips. We take care of our team and our team takes care of the rest.

## **Dynaxys**

<https://www.dynaxys.com>

For Profit

Financial Services/Accounting, Government, Technology, Hosting, Software Applications, Development, Mobile Applications

Between 50 - 249 Employees

Dynaxys welcomes all employees to participate in our health insurance program. Some employees, however, opt out in favor of health plans offered by their spouse’s employer. For these employees, Dynaxys offers an option of a pre-tax spending account of up to \$2,000 to cover deductible and extraneous healthcare costs not covered under the plan of their spouse’s employer. Dynaxys employees appreciate our commitment to both family and health.

## **Family Services, Inc.**

[www.fs-inc.org](http://www.fs-inc.org)

Nonprofit

Education, Healthcare, Medical Services, Social Services

More than 250 Employees

Many organizations have suffered deep financial cuts over the years, which has affected the number of individuals and families served throughout our communities. Although the needs continue to increase, available resources and funding have been drastically reduced. By identifying gaps in available services, Family Services, Inc. (FSI) has found innovative ways to partner with local government, community organizations and other non-profits to expand our reach and increase community support services to the most vulnerable individuals and families. We have “adopted” other organizations and community programs into the FSI family whose expertise in areas such as substance abuse prevention, domestic violence, gang prevention, integrated behavioral health, early childhood services, financial literacy, etc. already have an established and positive presence within the community. For example, FSI collaborates with local hospitals to offer home-based services to patients who have been discharged but are still in need of follow-up care and benefits services. While this is a fee for service collaboration, all parties involved have benefited – increase revenue, reduction of the % of patients returning to the hospital (saves hospitals millions of dollars), and patients health and mental well-being is closely monitored,

providing them with the continued care they need and deserve. In addition, this year FSI was selected to become a Trauma Informed Care organization. This is an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma. Addressing trauma helps any organization improve the quality and impact services, increase safety for all, reduce no-shows, enhance client engagement and avoid staff turnover and burnout rate. Also, understanding trauma means recognizing that our personal traumatic experiences or stress working in human services may impact our emotional and physical well-being. FSI continues to be at the forefront in the development and delivery of services, while achieving the highest standards of excellence in all that we provide. We believe that our goal is to create an environment which promotes independence, support and strength while focusing on improving the quality of life for each individual and family we serve throughout our communities. We offer each person the dignity, compassion, and understanding that we would hope to have for ourselves when confronted with the inevitable challenges in life. The health and well-being of our community and our organization is the driving force for our work.

## **Federal Realty Investment Trust**

<http://www.federalrealty.com>

For Profit

Real Estate

Between 50 - 249 Employees

The culture at the Trust combines the energy and excitement of a start-up organization with the stability of a successful operating company. We work in a primarily team oriented environment where our employees share a passion for real estate and a strong motivation to succeed. The Trust provides a stimulating environment for employees by providing high levels of motivation, empowerment and recognition. And we work hard to remove any obstacles that hinder creativity. Passion. Team spirit. High energy. Empowerment. These are words that our employees use to describe the environment at Federal Realty in recent surveys. We are committed to diversity and believe strongly that an environment of inclusion allows us to attract and retain the very best talent. Importantly, we reflect that diversity throughout all levels of the organization - nearly half of our senior executive team are women and/or ethnic minorities as are three of our seven members of our Board of Trustees, a rarity in commercial real estate. We also are committed as a company to giving back to the communities in which we live and work. Each year, the Trust partners with several charitable organizations in our communities. This year, Federal Realty participated in the Leukemia and Lymphoma Society's, Light the Night Walk at one of our properties, Rockville Town Square. Light The Night Walk is a fundraising campaign of The Leukemia & Lymphoma Society (LLS) which brings together families and communities to honor blood cancer survivors, as well as those lost to the diseases, and shine a light on the importance of finding cures and providing access to treatments for blood cancer patients. Through the course of a few weeks, we had a team of employees that worked together to lead the fundraising for this event by organizing charity events at the office and spreading the word to all employees about the cause and the great benefits of donating to LLS. Our goal was to raise \$7,500 and we were so proud to nearly double our goal by raising

\$14,771. Each year, we work with the Neediest Kids organization to give local low-income students the basic essentials they need to get the education they deserve, including school supplies, backpack and lunch bags. We also host various events at our properties that raise awareness and donations for several charitable organizations in the area. During the holiday season, we collect toys for Toys for Tots and we choose a local nonprofit group and hold a charity raffle for employee donations. The Trust matches all donations and presents a check at our annual holiday party. In addition, we have several training and mentor programs to provide our employees with continued growth and development opportunities.

## **Holy Cross Health**

[www.holycrosshealth.org](http://www.holycrosshealth.org)

Nonprofit

Healthcare

More than 250 Employees

Imagine a disease shows up at your door that no one understands and few know how to treat. Imagine that this disease is not obvious but is both highly contagious and highly deadly. At Holy Cross Health, that disease was called Ebola and on Thanksgiving Day a patient was referred to our emergency room by the State of Maryland to have tests done to rule out Ebola. Holy Cross Health's reputation for high quality healthcare gets tested every day with nearly 300 visits to our emergency room and 400 patients each day in beds receiving care. Our reputation is as a high risk obstetrics center, delivering more babies than any hospital in the county. But none of that prepares a workforce for a high risk patient who was on a watch list for Ebola showing up in your emergency room on Thanksgiving. In the Fall of 2014, we mobilized to prepare for a potential Ebola patient. Our staff had to be ready to care for patients and we had to make sure that our staff was safe. We established an Ebola Operational Review Committee and an Ebola Operational Plan that was widely shared with staff. We began issuing weekly Ebola Updates, providing everyone the same information. We trained 468 staff in a very short period of time. We acquired new equipment, installed new isolation doors and purchased new isolation suits. And we trained more staff and drilled and prepared. When the patient arrived on Thanksgiving day, the overwhelming sense from the staff in the emergency room was, "We've got this." They were prepared. They were trained. They were fully informed. When it was over, they went about their work of providing care to the next patient. In hospitals in our area and across the country, nurses conducted informational pickets protesting the lack of preparedness for Ebola. At Holy Cross Health, our nurses and doctors pulled together, trained, prepared and made sure that the one high risk patient we saw was perfectly treated. The leadership commitment to this mobilization provided training education and equipment to protect our colleagues and patients allowing us to continue to deliver the highest quality care which our patients have grown to expect.

## **Honest Tea, Inc.**

[www.honesttea.com](http://www.honesttea.com)

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

-Wellness Coach that employees can email, skype, call or meet in person any time they need to. - Company sponsored Wellness Fair (flu shots and health assessments) -a membership for every employee to Care.Com. -Financial Wellness Program, Emerge--an employee benefit company that offers a workplace based financial wellness program, partnering with employers to help their workers plan their financial future, build real credit, and save money. -Don Bosco Christo Rey Corporate Work Study Program. -Culture Committee where on a monthly basis employees get together to help create/come up with creative and inexpensive ways to keep our culture (pizza nights, tickets to baseball games, blood drives, etc)

## **Hughes Network Systems, LLC**

[www.hughes.com](http://www.hughes.com)

For Profit

Telecommunications

More than 250 Employees

"• Service awards program with additional time off earned, a gift selection, and a plaque and lapel pin commemorating miles service years. • Service award reception and photographs • Annual Dinner Dance Celebration recognizing diversity within our organization • Children's Holiday party with activities, gifts and photographs • Organized trips to New York City • Company store merchandise at cost • Discounted movie tickets, amusement parks, ski tickets, museums, theatrical and musical events, etc. • Discounts with local restaurants • Cell phone discounts • Car rental discounts • Mileage reimbursement • Lifestyle Management Programs including weight management, tobacco cessation, and stress management • Cigna Health Advisor Program offering you a single point of contact for your health related questions • Subsidized cafeteria at two locations and fax-a-lunch program • Adopt-a-road participation with free lunch • Discounted employee programs include Dish TV • Free Hughesnet service for employees • Car discount purchase programs with General Motors and Chrysler Motors • State-of-the-art workstations and software to work with • Ergonomic evaluations and equipment provided to all employees "

## **iHire, LLC**

[www.ihire.com](http://www.ihire.com)

For Profit

Media, Technology

Less than 50 Employees

iHire's Results Only Work Environment (ROWE) is perhaps our biggest differentiator. At iHire, employees work when they want, where they want, as long or as little as they want, as long as the work gets done. This is not a flexible schedule or telecommuting program, but a culture and mindset that aims to ensure that work is accomplished in the most efficient, product manner; that our leaders are focused upon managing the work; and that we are the employer of choice, where our employees choose to work. And, iHire benefits in many ways, including being able to attract and retain high quality talent; giving employee the autonomy and flexibility that is desired by most, leading to increased engagement, satisfaction, productivity and reduced stress. As a result of our progressive workplace culture, we have been recognized by the When Work Works Foundation (formerly the Sloan Foundation) for two years in a row.

## **IntelliDyne, LLC**

[www.intellidyne-llc.com](http://www.intellidyne-llc.com)

For Profit

Technology

Between 50 - 249 Employees

Health and Welfare: • Major medical • Dental • Vision Retirement • 401(k) w ith company match  
Wellness • Monthly health club subsidy • Corporate fitness challenges, biometric screenings, flu shots,  
and more • Employee assistance program Life and Disability • Company paid basic life and AD&D •  
Voluntary employee, spouse, and child life insurance • Long term care Leave Benefits • Paid time off •  
Paid holidays • Paid Military leave • Paid Jury duty • Volunteer time off • Major life event leave •  
Employee leave donation program Professional Development • Tuition reimbursement • Access to  
virtual on-demand IT training • Managers Training Program Additional Benefits • Employee referral  
bonus • Pet discount program • Legal resources • Transportation subsidy Flexible spending account  
Employee Focus • Employee celebration • Formal employee recognition program • Ice cream social •  
Employee survey

## **JBS International, Inc.**

[www.jbsinternational.com](http://www.jbsinternational.com)

For Profit

Consulting/Professional Services

More than 250 Employees



At the heart of the business decisions made by Co-CEOs Gail Bassin and Jerri Shaw is a focus on maintaining and enhancing the strengths-based corporate culture that has been the core of JBS's identity since it was founded in 1985. The JBS culture that they created holds each individual in high regard, values each person's contribution, and emphasizes collaboration, teamwork, and relationship building. At every stage of the company's growth, management has been vigilant about maintaining this vision. Policies and programs are conceived, assessed, developed, and implemented according to these guiding factors. Key features of this commitment include our benefits package, performance management system, performance-based bonuses, years of service and product awards, telecommuting policies, staff and management forums, community involvement, and environmental initiatives. Our Be Well team (comprised of employees) provides ongoing messages to encourage healthy choices. Be Well members and employees throughout the company are involved in the planning and implementation of our annual Health and Wellness Fair with the Human Resources department. Our case study on using the fair to promote wellness will be published by the State of Maryland in its March 2014 Healthiest Maryland Businesses newsletter. Employee involvement is very important at JBS, and we have always used companywide workgroups as a way to ensure that employees' voices are heard (our focus groups helping to inform and shape the development of a competency model is one example). We continually look for new ways to engage and involve employees—on corporate-wide teams and via our My Site employee communications portal. We have found our employee intranet and the My Site portal to be especially helpful in providing links for offsite employees to remain connected with the company and their in-office colleagues. The JBS corporate structure and practices reinforce the priority placed on employee engagement. The organizational structure itself is one that supports having decisions reside within each team—instead of them being made at the top. An open-door philosophy is real, and employee engagement is an integral component of the fabric of JBS. In fact, the structure is not presented as a hierarchical pyramid but rather as a circle that contains all staff, with the executive and senior leadership at the center, where the goal is for the leadership to draw staff in to decision-making. That way, the goal is not to get to the top, but to become part of the organization's central driving structure. We continue to examine where we are and what's next— especially in terms of providing a workplace that recognizes and rewards employees' contributions to the company's success.

## **KIM, HOPKINS & ASSOCIATES**

<http://www.ameripriseadvisors.com/team/kim-hopkins-associates>

For Profit

Financial Services/Accounting

Less than 50 Employees

We pride ourselves in our workplace culture and closeness. Not only are we co-workers, but we consider ourselves a single cohesive unit; we are a family with a unified vision and goal in mind. We love what we do and are all here to work hard, but our goal is to consistently create a happy, exciting, and thriving workplace. There are no cliques, no office politics, and no exclusions; everyone is included, always. Furthermore, we deeply appreciate diversity in the office - diversity plants the seed for new ideas, from which growth stems. Each year there is a company-paid trip. We're excited to spend one week in Las

Vegas in 2015! Our Vegas Vacation just can't come soon enough. Additionally, Kim, Hopkins & Associates offers: 4pm office close on Friday's Early close before a holiday (ie: half day the day before Thanksgiving) Daily group lunch – both brown bag and company-paid Tuition Reimbursement Holidays Thankful for our healthcare plan – 100% employer paid! Quarterly and Semi-Annual Bonuses Frequent team dinners and happy hour An abundance of tea in the office for health and wellness 401k with employer match Licensing and exams are all paid for by the firm

## LiveHealthier

[www.LiveHealthier.com](http://www.LiveHealthier.com)

For Profit

Healthcare, Technology

Between 50 - 249 Employees

"We passionately believe in the fundamental right for individuals to live a happy, healthy and balanced life." We believe this about our customers. We believe this about ourselves. We strive to build a culture that lives this as an absolute by providing a sound environment, progressive wellness policies, ample resources, and exemplary social support. This is the philosophy we try to live up to every day. Our employees deserve the best because they give the best. They are the reason LiveHealthier is successful and we want to reward this in every possible way from great benefits to amazing social outings. We pride ourselves on having the right credentials for the right job. When it comes to building wellness programs for our clients, we want people who understand the latest in public health and health education. That is why LiveHealthier is dedicated to providing reimbursement to our employees as they work towards getting their Master in Public Health degrees, Certified Health Education Specialist (CHES) and Master Certified Health Education Specialist (MCHES) accreditation - along with other continuing education opportunities that are valuable to our employees and help move LiveHealthier forward as a company. This goes for online classes and brick and mortar universities. We have implemented an innovative internal employee wellness program, WeLiveHealthier, created and run by our employees, that uses employee ideas and feedback to create a dynamic wellness program that helps employees take control of their health and well-being. So far, we have: 1.) Implemented fun health challenges aimed at physical, nutritional, and mental well-being 2.) Sponsored on-site wellness activities like yoga, boot camps, nutrition seminars, etc. These are also broadcast via web meeting for remote employees to join, and recorded for later viewing as well. 3.) Funded wellness subsidies that allow for employees to pursue activities beneficial to their health and receive reimbursement for the costs 4.) Started softball and kickball teams for employees to bond outside of work 5.) Built a wellness room that has exercise equipment, an elliptical machine, yoga mats, resistance cables, exercise balls, etc. 6.) Implemented active Fridays that allow employees to take an hour of their day to do something active 7.) Hosted/hosting and a biometric screening event so employees could understand their BMI, glucose, cholesterol, etc. and learn about what they can do to reduce risk of future health issues 8.) Held an in-office flu shot clinic at no cost to employees. 9.) Integrated Fitbit capability into our wellness portal so people can track their activity overtime in their wellness portal and/or WeLiveHealthier phone app. Our programs are conceived and executed by our employees, with complete encouragement from senior

staff members. Not only can these programs reduce health care costs, something we see through our work with clients, but they add a qualitative impact that is measured by our employee's satisfaction with how LiveHealthier caters to their evolving needs.

## **Marriott International**

[www.marriott.com](http://www.marriott.com)

For Profit

Hospitality

More than 250 Employees

Marriott is honored to be recognized as a global employer of choice and leader in investing in taking care of our associates. Below are a few examples of workplace excellence initiatives, in addition to others noted in this application.

- Free 24/7 access to counselors who can assist associates and family members with virtually any life issue in areas such as child care, parenting, elder care, financial and legal matters, education, community resources, health and wellness, addictions, relationships, etc.
- Leave Sharing Donation Program where associates donate unused Paid Time Off (PTO) to help colleagues who have depleted their PTO during times of crisis, such as illness or a family emergency.
- Hotel room discounts for associates, family and friends; additional associate discounts at Marriott properties for food & beverage, retail stores, spas, golf equipment and tee times, and vacation packages.
- myCompany Store offers associate and family member discounts on items such as cell phones, iPods, computers, vehicles, bedding, room furnishings and accessories.
- Unique on-site services at Gaylord Palms Resort & Convention Center (Fla.), including Crop Shop, a weekly farmers' market with more than 50 fruit and vegetable varieties; STARMart convenience store offering a variety of food and other staples at cost; and GP Pitstop, an autoshop that serves employees and family members.
- Associate access to a physician's group only a few blocks from the New York Marriott Marquis hotel. Associates have priority scheduling, ability to be seen as a walk-in, and no co-pays. We are currently researching opportunities to expand this successful program.
- Health coaches to help all associates learn to better manage their chronic medical conditions and lead healthier lifestyles. Some properties also have on-site health coaches.
- Maternity Program offering confidential support for expectant mothers from a trained labor and delivery nurse. Associates enrolled in our two national plans can earn up to \$1,000 to help pay for medical expenses.
- Second Opinion Program is offered with our two national plans. Members faced with life-threatening or life-changing diagnoses can request a medical second opinion online at no cost. Aetna is partnering with Harvard Medical School to offer this program; CIGNA is partnering the Cleveland Clinic.
- Free Vision Discount Program available to all associates and family members (including parents and siblings) whether or not they are enrolled in a health plan.
- CVS Minute Clinic \$5 copay for a basic healthcare visit for associates and covered dependents age 18+ who are participating in Aetna and CIGNA plans.

## **Maryland-National Capital Park & Planning Commission (M-NCPPC)**

[www.mncppc.org](http://www.mncppc.org)

Government

Government, Recreation, Parks and Planning

More than 250 Employees

M-NCPPC is proud to have been recognized several times in the past as an excellent place to work. We are pleased to offer many different types of employee-friendly and work-life programs, which include: several flexible work arrangement options, Employee Assistance Program (EAP), sick leave banks/short term disability, free wellness screenings, and tuition assistance. M-NCPPC is also committed to being an employer of choice by offering a comprehensive and outstanding health benefits and a generous leave package. M-NCPPC also strives to be a workplace of excellence by our dedication to equal employment opportunity and the celebration of employee diversity. M-NCPPC's reflects its commitment to diversity by hosting various activities in correlation to various heritage celebrations (i.e., Black History Month, Asian-Pacific Heritage Month, Women's History Month, and Hispanic Heritage Month). Employee attendance at many of these diversity celebrations is very popular and administrative leave is given to employees to attend the various diversity celebrations. M-NCPPC is also committed to employee training and development, and providing a learning environment for all employees. One of M-NCPPC's core values is to have skilled and knowledgeable employees who provide quality service to all customers. This requires keeping staff up-to-date on essential workplace issues and by promoting learning and development. M-NCPPC offers a wide array of training and learning opportunities to keep employees up-to-date on essential workplace issues, career development, personal enrichment, wellness, and more. These are just some of the things that we believe make M-NCPPC a great place to work.

## **MedStar St. Mary's Hospital**

<https://www.medstarhealth.org/st-marys/pages/default.aspx>

Nonprofit

Healthcare

More than 250 Employees

Leading edge employee wellness program tied into our medical/health insurance program. Incentives for role model performers. Associate engagement committees to capitalize on associate engagement. Robust training and development program to develop our employees. Regionalized Occupational Health Program for our associates' illnesses. Onsite pharmacy and steep discounts for cafe services.

## **Mental Health Association of Montgomery County**

[www.mhamc.org](http://www.mhamc.org)

Nonprofit

Social Services

Less than 50 Employees

We have an EAP program that can specifically help our employees with personal situations that they are going through. Our organization is committed to our EAP and providing our employees with as many services as possible. We know that finding Dependent and Elder care is a very time consuming process, so we have enriched our benefits to provide our employees with those services. Additionally, our staff and family member in their household have access to 8 in-person therapy sessions per issue, per year. Our employees were interested in some specific topics for training, so we continue to develop a training schedule to help make those trainings available to all staff. Our employees are working out of various locations and we have continue to focus on brining everyone together.

## **Mid-Atlantic Federal Credit Union**

[www.mafcu.org](http://www.mafcu.org)

Nonprofit

Financial Services/Accounting

Between 50 - 249 Employees

We promote physical and mental wellness for our employees and their families. We post wellness newsletters on our Intranet that provide tips on living well and disease prevention. We hold a wellness fair annually where employees learn about a variety of health and wellness resources available here in their own community or send wellness packs to them. This year we also provided, in collaboration with our healthcare carrier, an onsite biometric screening for our employees, as well as an onsite flu shot clinic. We also promote financial wellness by working with various financial educators to bring educational seminars to our employees.

## **Montgomery County Government**

[www.montgomerycountymd.gov](http://www.montgomerycountymd.gov)

Government

Local Government

More than 250 Employees

"Overview of Programs Increase Employment of Hiring for People with Disabilities/Disabled Veterans and Veterans The Office of Human Resources has been working closely with the Commission on People with Disabilities with the goal of increasing employment opportunities for people with disabilities. The County Government is an equal opportunity employer, committed to workforce diversity.

i. Customized Employment Public Intern Project The Customized Employment Public Intern Project was created based on the County's knowledge that people with significant disabilities often have difficulty accessing County government positions. As an employer, Montgomery County recognizes that there are many job candidates with significant disabilities who have much to offer but have difficulty competing for traditional jobs within the government. To go above and beyond what other County and State agencies have done, Montgomery County has established an initiative to create flexible work opportunities for individuals to fulfill the work requirements of County departments. All County departments will have the opportunity to work with a customized employment career specialist to identify and create part-time position descriptions based on the department's need. Individuals with significant disabilities will be matched to work tasks based on their interests, skills and competencies. Public interns gain job experience and training to be able to compete for merit positions within the County, as well as at other places of employment.

ii. Montgomery County QUEST Intern Partnership The Montgomery County QUEST Intern Partnership was launched in October 2009 with the Maryland Department of Education Division of Rehabilitation Services (DORS). The Quest Intern partnership is designed to provide opportunities for individuals to serve as volunteer interns in County Departments and help them obtain job skills by working on a special project(s). The goal for this initiative was to achieve a minimum of ten (10) QUEST Internship placements to be enrolled at any given time. Participating departments identify internship projects suitable for QUEST Intern placements and submit the project(s) for consideration by the DORS QUEST Intern Coordinator. DORS representatives work with county department staff to recruit, identify, and recommend qualified individuals for the approved department projects. The DORS Coordinator recommends qualified intern candidates for consideration and selection by department staff. Department staff interview internship candidates and select individuals to work in the department for a three month or six-month period. The QUEST internship placements do not impact departmental fiscal requirements, since DORS handles all the pre-intern placement arrangements and provides the intern stipends. DORS provides QUEST Interns with a stipend for the duration of their service plus help interns gain job experience needed to help them achieve their goal of obtaining gainful employment after completing the intern placement with Montgomery County.

iii. Montgomery County Project Search Program The Montgomery County Project Search Program was launched by County Executive Leggett in September 2012. It is an intern program to provide opportunities for young adults with intellectual and developmental disabilities. County Executive Isiah Leggett joined officials from the Ivymount School and SEEC, an adult rehabilitation provider, to launch Project Search Montgomery, a one-year transition program designed for young adults with intellectual and developmental disabilities. Interns are in their last year of high school or are recent graduates. Twelve interns will work in the Departments of Finance, General Services, Permitting Services, Public Libraries, Recreation and Transportation, along with the Office of Human Resources and the Office of the County Executive.

iv. Montgomery County Question A: Merit System – Hiring Individuals with Disabilities The County recently adopted a Schedule A type hiring preference, within the merit system, to recruit and select qualified individuals with severe physical and mental disabilities on a noncompetitive basis. During the 2012 Election, a Ballot Question, to Amend Section 401 of the County Charter to allow the County to operate a hiring preference program was

approved by voters. The bill was supported by the Executive Branch, and unanimously approved by County Council in March 2013. This hiring preference enables the County to identify vacancies at various grades and classifications for qualified individuals. Job classifications, under this preference, includes technical, administrative, paraprofessional and professional job categories. Significantly, it is not limited to entry level or lower grade/salary, part-time or temporary jobs oftentimes slated for individuals targeted for the preference.

v. Montgomery County Bill 49-06 (Priority Placement) Bill 46-09 requires the County Executive to adopt regulations establishing and maintaining a hiring preference for certain qualified persons with disabilities who apply for an initial appointment to a County merit system position. Montgomery County Government provides priority consideration known as the Hiring Preference for initial appointment to a County Merit System position for veterans with a disability, veterans without a disability and for persons with a disability

EcoLeadership: Montgomery County is constantly evolving its efforts to green County operations, engage employees in sustainability and more. Below is a list of selected innovations:

- Launched an Office of Energy and Sustainability to focus on greening the County's portfolio. <http://www.montgomerycountymd.gov/dgs-oes/home.html>
- Launched a nation leading Solar Public Private Partnership. The initiative is one of the first in the Country to bring together a comprehensive portfolio of large and small facilities, community care provisions to benefit local economic development and set asides for minority-female-disabled owned business, and premium items (electric vehicle charging, habitat remediation) as part of a comprehensive project.
- Requirement that all new County facilities over 10,000 square feet achieve LEED Silver or better.
- Programs facing the community such as the County's Green Business Certification and incentives for environmental improvements.
- Requirement that all public facilities over 50,000 square feet be benchmarked using Montgomery County's portfolio manager software.
- Novel "Green Leasing Questionnaire" to facility green features into County leases.
- Centralized control of copiers requiring each employee to use their access badge to print combined with automatic deletion of jobs over 72 hours old. This dramatically reduces the amount of printed but not picked up paper and allows the removal of nearly all personal office printers."

## **MorganFranklin Consulting**

[www.morganfranklin.com](http://www.morganfranklin.com)

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

We have created a workplace where investing time and energy to make a positive impact on the community, environment, and overall quality of life is encouraged. Many employees are actively involved in community programs and charitable organizations, serving as volunteers on committees and as board members. As part of the CSR program, MorganFranklin expects all members of the executive leadership team to devote time and effort to charitable giving. MorganFranklin's Senior Manager of Corporate Social Responsibility provides executive coaching, leveraging her past nonprofit experience to interface directly with each Managing Director to help find their passion and become involved with specific charities. As a result, more than 95% of MorganFranklin executives are actively involved as

board members and participants in various charitable organizations. Over the past 15 years, MorganFranklin has supported numerous charitable organizations and donated hundreds of thousands of dollars and hundreds of employee volunteer hours. Our CSR Program fosters a strong charitable culture throughout MorganFranklin and attracts and retains employees who are passionate about volunteerism. Our own Senior Manager of Corporate Social Responsibility, Jeana Foster was named the 2013 Leukemia & Lymphoma Society, National Capital Chapter, Woman of the Year. Foster led 19 contenders, who collectively raised \$1.145 million through 10 weeks of fundraising, a new record for the National Capital Chapter. Foster was also the third highest female fundraiser of the 70 cities across the country participating in the MWOY campaign. In 2008, MorganFranklin Consulting founded the Women's Initiative with the vision to create a strong base of connected women leaders within the organization and the community. The program provides an effective avenue for the mentoring, development, and advancement of professional women. The Women's Initiative serves as a forum where women can benefit from additional opportunities to focus on professional development and hone leadership skills. It has contributed to an increase in women employees at MorganFranklin, including at the senior manager level and above. Open to all MorganFranklin employees, the Vocal Presence Workshop and Leading Productive Meetings with Confidence seminar are just two examples of the types of events designed with a focus on the skills required for advancement.

## Novavax

[www.novavax.com](http://www.novavax.com)

For Profit

Biotechnology

More than 250 Employees

"Our company is not excellent because of any unique or innovative efforts, activities, programs or employees benefits that we offer. Novavax should be recognized for this award simply because of our employees who make it an exceptional place to work. We work in a collaborative environment where we know we must work hard, but we want to do it because of the smart, talented people with whom we work, our dedication to science, comradery in our environment, and a collective passion to save lives. Novavax has always been an outstanding place to work, and we have consistently demonstrated an ability to grow and succeed in a demanding and competitive industry. Our science is proving to be transformational in the vaccine industry, and our employees are passionate about our mission to save lives and respond to unmet medical needs on a global basis. Novavax offers its employees challenging work, with talented colleagues, in a fun atmosphere. Our employees have worked hard to establish Novavax as a leader in recombinant vaccine technology, and as a collegial place to work, built around a culture of collective success. We emphasize our culture as a small company, with a family feel, yet with high performance standards and expectations. Our culture promotes collaboration, open communication, and approachable leadership. Characteristics of our employees include: • Passion about what they do; • Focus on driving towards and achieving results; • Agility to manage multiple tasks and competing priorities • Ability to work as part of a team and to collaborate



across the organization, with a personal investment in the future direction and success of the company;  
and • Willingness to have fun."

## **Nutricia North America**

<http://www.nutricia-na.com>

For Profit

Medical foods

Between 50 - 249 Employees

At Nutricia North America the thing that differentiates us is our best care culture, a culture that comes directly from our people. Nutricia people simply care more. Good enough just isn't enough for them. Care more is in our DNA. At Nutricia, best care is an attitude that allows us to do more for our customers and create better brands and experiences. Nutricia people are also passionate pioneers – unafraid to do things differently, to challenge the expected to find new ways and new solutions that help people live longer, healthier lives. From Neocate to Pro-Stat, from KetoCal to Periflex, our best care culture allows us to create more firsts. Drawn from across the world, we work to constantly challenge the tried and tested to deliver breakthrough thinking and ideas in nutrition and health. Together we can create a culture of care that will continue to change the rules of the game. We give our employees freedom to explore that big idea and the resources to make it reality. At Nutricia, we value higher-level thinking and the collaboration of ideas. It's part of the "something special inside" that keeps Nutricia growing and developing. It's important to us that our products make a genuine contribution to the health and lifestyles of our consumers. We take that same approach when it comes to our responsibility as an employer. We work to continuously provide our people with truly unique levels of autonomy, opportunity, and personal and professional reward. We offer a wide range of possibilities to people who share our values and want to develop within our dynamic, open and daring culture. It's a corporate philosophy that we embrace vigorously, at all levels, to ensure the best environment for growth.

## **Optimal Networks, Inc.**

[www.optimalnetworks.com](http://www.optimalnetworks.com)

For Profit

Consulting/Professional Services, Professional/Trade, Technology, IT

Less than 50 Employees

"Optimal Networks fosters a tremendous culture of teamwork and compassion. The company operates on the basis of three guiding values: (1) Tell the Truth (2) Do the Right Thing (3) Everyone Benefits. These values guide every interaction, transaction, and operational decision. This, when combined with Optimal's commitment to top-tier service delivery, is how Optimal Networks stands out from competitors in an increasingly competitive field. Here are some additional reasons Optimal Networks

should be recognized: • Open Door Policy: Both the CEO and COO have an open door policy for all employees. For the good of the organization, financials, growth goals, acquisition plans, etc. are shared throughout the company. • Beyond Benefits: Optimal maintains a family-friendly workplace and offers many more benefits than are required including multiple healthcare plan options, maternity/paternity leave, and flexible leave policies. • Friday Breakfasts: Every Friday, the COO cooks breakfasts for employees and we gather in the CEO's office to eat and enjoy casual conversation •

Open House: An annual event during which Optimal employees, clients, vendors, and partners gather to learn about new technologies, eat, drink, and celebrate each other's successes • Bi-annual Spirit Days: Fun, internal activity that builds community followed by goal setting, organizational updates, planning, and more • spotON: a core content arena that focuses on technology trends that non-technical executives need to be thinking about now. Twice a year, Optimal executives meet with executives at client organizations to present the three tech trends and their implications. •

Innovative bonus plan that aligns and incentivizes individual, team, and organizational efforts • "Path to Partnership" program that allows employees who have met certain criteria to own a piece of Optimal • Catalytic Coaching process is used to ensure, and help drive, professional and personal development across all employees • Diversity: Members of the Optimal family are Native American, Hispanic, African American, Christian, Muslim, Jewish, gay, straight, Democrat, Republican, vegetarian, and carnivore. We celebrate our individuality and promote a progressive corporate mindset.

• PTO to vote and volunteer Recognition and appreciation of each employees' skillsets and contributions to the organization...""greater than the sum of our parts""

## Ryan, LLC

[www.ryan.com](http://www.ryan.com)

For Profit

Consulting/Professional Services

More than 250 Employees

Ryan is committed to enhancing the total well-being of our employees by listening and continuously developing and improving our benefits, our employee development and community outreach opportunities, and other programs including myRyan and myHealth (now HumanaVitality). At Ryan, employee feedback and suggestions have reinforced a number of key decisions with respect to Workplace Excellence including the introduction and/or enhancement of the following programs, benefits, and processes: • Revised Talent Review and Promotion Cycle. Promotions are now based solely on merit. There are no minimum revenue or Ryan Success Measure requirements. Promotion recommendations are based on the totality of all available performance data. • Career Pathing. Human Resources is currently working on a Career Path initiative to define the competencies, critical development experiences, and education necessary to advance to each position within Ryan, as well as other credentials that may be beneficial for each position. • Improved communication practices including Town Hall meetings, surveys, transparency with GPTW and other survey data, allemployee strategy sessions, Culture Council, redefining - Purpose Statement and Core Values, RyanTV. • Improved benefits. Wellness program incentives, paid sabbaticals, generous leaves of absence, membership to

Care.com, tuition reimbursement, revised 401k to tie to Firm Profitability. • Enhanced existing management and leadership development training programs. We have a fully deployed Leadership Development Program and Senior Consultant Learning Plan that employee feedback confirms we are on the right track with, and more recently employee suggestions have led to the creation and implementation of a Senior Development Program. As referenced earlier, a targeted Manager “Boot-Camp” curriculum is being designed, based on exit interview and 360 feedback. • Team allowances, celebrations, Money Cube. Employee feedback on increasing camaraderie led to the establishment of our monthly team allowance. This allowance is to be used for team celebrations and can be used for team meals, outings, or similar events for the entire team. We also held a milestone award winning year celebration in 2012 and a Money Cube was set up at our AFM meeting where employees could win in cash. • Peer-to-peer recognition. RyanPRIDE (Peer Recognition for Innovation, Dedication and Excellence) is a program developed to empower employees to recognize co-workers for excellent performance, contribution, and support throughout the year. We take a contemporary approach to recognition that allows recognition that is visible to all (similar to Facebook) and that allows recipients to accumulate “points” that can be exchanged for items featured on a robust website that houses everything from gift cards to trips. • Mandatory PTO for exempt employees • The introduction of new wellness program, called HumanaVitality, which offers employees a more contemporary and robust approach to wellness, where employees are rewarded for being accountable for making healthy choices.

## **Sakti3 Inc.**

[www.sakti3.com](http://www.sakti3.com)

For Profit

Energy, Manufacturing, Technology, Clean-Tech Renewable Energy

Less than 50 Employees

Sakti3 offers the following which we feel are noteworthy for a Workplace Excellence Award. • Medical Premiums - Company-Paid 100%, Individual and/or Family, Platinum Level Benefit • Dental Premiums - Company-Paid 100%, Individual and/or Family • Vision Premiums - Company-Paid 100%, Individual and/or Family • Retirement Savings Program - 401k to be announced to employees in January 2015 • Paid Vacation - Avg. two to four weeks • Paid Holiday's - Avg. eight to ten days, with 2 days for Independence, Christmas, and New Year's • Paid Sick Time - Five days, to care for self or family member's illness • Paid Volunteer Work - Avg. 16 hours • Paid Jury Duty - Employees may retain what the court pays, and we'll pay you too. • REST - (Recommended External Slack Time) - paid-time off work Avg. 4-8 hours ea. • Flexible Errands Practice - Allows employees time-away to handle appointments during the day. • Employer Issued iPhone - and computing resources, including remote access to company server. • Free Lunch - Catered lunches provided to teams working through the lunch hour. • Inclement Weather Policy - We want employees safe on the job and off the job - period. We have a policy that encourages employees stay home if it is unsafe to commute - and we'll pay them. • Safety Culture - We have an environment of open communication. The CEO wants to hear from you. If employees see something or smell something unfamiliar they are encouraged to notify someone

immediately. We have a Monthly Safety Committee and plan and monitor activities. • Our Company Tenets - We reflect on them at each and every meeting. We want to know how we're doing - and if we're on the right track. Sakti3 Tents: 1) Continuously develop new technologies that will become products that improve people's lives. 2) Select worthy technology problems that merit the efforts of outstanding workers. 3) Create profitable products which offer world-leading capabilities. 4) Respect and value our team and our investors, using transparent, logical rules and processes. 5) Exhibit interpersonal excellence in interactions within and outside the Company.

## **Sandy Spring Bank**

[www.sandyspringbank.com](http://www.sandyspringbank.com)

For Profit

Financial Services/Accounting

More than 250 Employees

Sandy Spring Bank is dedicated to employee career development. The bank offers all employees the opportunity to participate in a career development training program. This program equips employees with the skills and tools necessary to set development goals and manage their careers effectively. Employees who complete the program may elect to work with a career mentor through the bank's mentoring program. These mentors represent managers and leaders from across the company and are trained to be effective career coaches. The Bank has made a substantial investment in a talent management system to align employee career interests, internal job postings, career paths, and learning opportunities. Through this system, employees can enter their resumes, apply for internal jobs, explore career paths, and register for training classes to help them along their career paths. Additional unique and innovative programs include: • An annual "Teller Appreciation Day" to honor our most valued employees – our branch tellers. • A nationally recognized internal coaching certification program for managers. • The annual charitable giving campaign, "The Season of Giving," that connects employees to multiple opportunities to give back to our communities through volunteerism and donations. • A "first time home buyers" program to help employees purchase their first home. • Full tuition reimbursement for banking courses offered through the American Bankers Association. • The Bank provides "gift in kind" cash donations to organizations our employees support with volunteer hours.

## **Sapient Government Services**

[www.sapientgov.com](http://www.sapientgov.com)

For Profit

Consulting/Professional Services, Government, Healthcare, Technology

More than 250 Employees

"At Sapient Government Services, we are driven by a greater purpose to serve the greater good. In fulfilling this mission, we recruit people who really care about the work that they do. We pride ourselves in the ongoing process of inclusivity, improvement, and opportunity supported by our core values. Below are some examples of the ways in which our larger mission manifests itself in innovative efforts, activities, programs, and benefits:

- Mentorship opportunities, including Enabling Your Potential and Mentor Match, where our people can build networks of support and guidance personalized to their interests, career goals, and independent needs.
- Sapient Gives Back, our official corporate social responsibility (CSR) program, provides a platform by which our people can contribute to the causes about which they care the most. We are also committed to a number of in-kind relationships in which we provide pro-bono services to cause-driven organizations, giving our people an opportunity to serve those who serve in their professional roles. In both cases, we deepen our relationships with other mission-focused organizations and individuals that are similarly driven by a larger goal: To enable human potential. Sapient also matches every individual's financial contribution to qualifying institutions, up to \$100, every fiscal year.
- Flexible work environments and schedules, including optional telework, allow our people to be more productive while being able to enjoy what means most to our people, from professional development to family time and more. This includes paid maternal leave, paternal leave, adoption leave, and benefits extended to same-sex spouses and domestic partners.
- Open office spaces allow for a collaborative and creative work environment in Sapient Government Services. Our offices are without walls or cubicles, allowing for maximum approachability for every career stage and across capability areas. Expansive white boards and black boards encourage ideation where individuals work together to best serve the client, project, or community.
- Interest based groups like the Women's Leadership Network (WLN) and Sapient DC PRIDE provide safe spaces for conversations on society, diversity, and identity. For example, WLN sponsors an ongoing, bimonthly book club currently reading "Quiet", a book on introverts and extroverts. Recent and upcoming events in our office include a Sapient DC PRIDE documentary screening series, a social hour in our community kitchen space, and the opportunity to run the Marine Corps Marathon with other Sapient participants.
- Leadership & Development, an initiative that brings programs like Workshop Skills, online training libraries like Lynda.com, and other individual development programs to our people based on requests."

## **SAPNS2**

[www.sapns2.com](http://www.sapns2.com)

For Profit

Technology

Between 50 - 249 Employees

NS2 Serves is an innovative effort to train and assist Veterans transitioning out of the military and into the civilian workforce. Training courses in SAP solutions geared for U.S. national security missions, leading to "Certified SAP Associate" status, a credential that is valuable in many career paths in the U.S. and worldwide. They receive a monthly stipend during the training program; mid-term bonuses for completion of requirements; and, upon graduation, placement assistance to work in the U.S. national security field. Travel, room and board are provided. The course is open to post-9/11 U.S. military

service veterans and reservists (including disabled veterans) and Gold Star spouses who meet certain eligibility requirements. Preference will be given to those who are recently returned from war zones and are seeking their first post-separation opportunity. •Honorably discharged U.S. military veterans, including disabled veterans •Veterans must be within (3) three years of their date of separation •A minimum of a high school diploma or GED, and relevant technology experience •Gold Star Spouses who meet the same education and experience requirements listed above

## **Smartronix**

[www.smartronix.com](http://www.smartronix.com)

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

Smartronix has evolved the culture of a company that was a shared dream by the three founders and co-owners using some of the best practices highlighted below: Emphasis on Wellness – we consider ourselves truly “trailblazers” in the area of wellness. Seven years ago, when wellness was being tossed about in business as merely a buzzword, Smartronix focused on the resources, vendors and staff at hand and developed an initial wellness program. Vendor growth in the wellness arena has helped to continue that evolution. From a fiscal standpoint, while we can’t offer everything, we are constantly monitoring the vendors and industry to ensure our employees are offered the best and most effective programs available. We firmly believe that there is a soft dollar ROI in that our employees know we truly care about their health, and there is a hard dollar ROI in that our medical plan claims utilization has not increased as expected. The hard things – business decisions are hard since they most often times involved people and money and we know there are real families and real mortgages behind our employees. When we need to make decisions that impact people and their jobs and their livelihood, we evaluate the decisions painstakingly and our CEO is at the center of the communications with the impacted individuals. In 2014, we did a right-sizing and several people were impacted by their positions being eliminated. We provided them with a minimum one month notification period, worked directly with them to help them locate other employment and treated them as individuals. We held off on this decision as long as we could but we knew that financially we needed to invest in other areas of the company that will be our future, rather than try and sustain a commoditized former business competency focus area. Flexible work and family environment – though we have a policy that says we have flex time, the policy is not needed. Flexibility and family is just the way we do business. Children are always in the office, people regularly adjust schedules to work from home, and others enjoy a compressed work schedule. We know each others’ children – the good stories and the sharing the challenges of teenager stories. When a child is sick, we expect the mom or dad to stay home with them. Certainly, there is a bit of give and take. When we are in a work crunch mode – extra hours and sometimes into the early morning – are spent at the office. While on vacation, a manager may still be reading email to stay engaged on a high-intensity project, but they are doing on while on vacation with their family rather than staying back at the office. Family. Flexibility. Smartronix.

## **Social & Scientific Systems, Inc.**

<http://www.s-3.com>

For Profit

Consulting/Professional Services

More than 250 Employees

We continue to see leadership development as an ongoing journey here at SSS. After our core training which consists of 4 modules and a graduation ceremony, attendees are then broken up into diverse groups called Mind Trust Groups. These groups meet at least quarterly, so its members can provide each other with the guidance and support needed to encourage each member to achieve the leadership development goal that each member is working on. We are also continuing our Project Management Initiatives as follows. Project Management Initiative: SSS incentivized staff that had project management responsibilities to (1) further develop their project management skills and (2) work towards obtaining a Project Management Professional (PMP) certification. (A PMP certification is the most desirable and marketable internationally recognized credential for project managers—awarded by the Project Management Institute (PMI).) Our COO hosts monthly meetings with current and upcoming project managers to enhance their skills by presentations and having dialogue. SSS purchased access to online courses that qualified staff towards meeting the educational requirements of the certification. SSS continues to require selected individuals complete the first 5 of the 25 course series—and paid for up to 16 hours of training time. This year, we've also started the process of implementing a Project Manager Mentoring program! All other individuals were encouraged to take the courses on their own time. This approach to staff development allowed SSS to strengthen SSS' project management capabilities while investing in our staff.

## **The Emmes Corporation**

[www.emmes.com](http://www.emmes.com)

For Profit

Biotechnology, Research

More than 250 Employees

Emmes embraces a collaborative environment as a means of creating a workplace our employees believe to be excellent. This spirit of collaboration is not only exemplified in the important work we do, but also in the way we work. Opportunities for staff to come together and share information regarding their profession and area of work are provided through monthly group meetings of employees in each functional area. Through “EmmesU” - Emmes' mechanism for delivering internal training and development, staff serving as subject matter experts teach classes to other staff which supports excellence by further developing and enhancing professional performance both technically and managerially. Collaboration was the key theme during the 2014 office remodeling as places throughout the office were created specifically to allow most staff to have individual offices as well as

places to collaborate and socialize. An exercise room and shower facilities are also available. Employees meet to work and socialize in our new training centers, meeting rooms and spacious kitchens offering healthy lunch and snack options in the market place. Emmes observes Popcorn Fridays - Employees are encouraged to take a break each Friday and socialize with other staff while enjoying freshly popped popcorn served in one of our kitchens. Through the SOAR initiative working groups of Emmes senior leadership and cross functional management and non-management staff develop programs to identify, further develop, enhance, and measure those areas (communications, training, compensation and benefits, development, tool and resources, etc.) identified by staff through Gallup survey and focus groups as being important to them. Working in randomly assigned teams, Emmes staff competed for supplies and built 40 children's bikes to donate to a local family shelter as part of a joint community service/team building exercise. Emmes regularly participates in our city's holiday toy drive - donating over 200 toys in 2014 and school supply drive. Our casual dress environment throughout the week reduces the economic burden on employees, increases comfort while working, and allows employees to dress in the manner that they prefer whether professional, business casual, or casual. Emmes believes in work/life balance and observes a liberal telecommuting policy to support the needs of staff. Employees are allowed to return to work gradually after the birth of a child and private comfort rooms equipped with comfortable seating, sink, and refrigerator reserved for the storage of breast milk are provided. Events for staff and their family include our annual Frederick Keys baseball game and picnic. Each Halloween employees bring their children to the office to trick-or-treat throughout the work areas. Additional entertainment including face painters, balloon artists, and crafts are also provided for kids and staff to enjoy. Employees are encouraged to decorate their offices for this event. Emmes staff are also treated to their own Halloween pizza party each year with prizes provided for various Halloween-inspired contests. Emmes is a very special place. We have created a culture where people feel able to do their best work, feel trusted and cared about.

## **The Humane Society of the United States**

[www.humanesociety.org](http://www.humanesociety.org)

Nonprofit

Animal Protection

More than 250 Employees

We strive to create and sustain an environment that will keep our staff engaged in their work each day. Our mission-oriented workforce is offered an opportunity to fulfill their passion, professional needs, and personal goals through the programs we offer. Our staff has access to many unique programs that most other organizations do not offer. The list of programs and benefits include: 1. An employee leave donation pool. 2. Reimbursement for pet care during work-related travel. 3. Pets In Workplace program. 4. Webinar/Trainings on technical skills and software selected by our staff. 5. Internal gatherings including: networking luncheons, vegan and other style cooking events/webinars, and craft shows. HSUS employees are also eligible to volunteer with our Rescue and Recovery team. Once staff is selected for volunteer duty, they are fully trained and debriefed on all rescue information before they are active. Our facility has a dog friendly layout that allows pets and pet owners to enjoy their time at work. For



example, dogs in our Pets in Workplace program have a designated fenced exterior area in the rear of our building for recreation. This gives our employees an opportunity to step away from the stressors of the day and bond with their companion animal. Annually we work to offer more programs that will meet the mission oriented and professional needs of our staff.

## **The National Center for Children and Families**

[www.nccf-cares.org](http://www.nccf-cares.org)

Nonprofit

Social Services

Between 50 - 249 Employees

In 2014, The National Center for Children and Families celebrated 100 years of providing services to victimized, abused and forgotten children and families. We celebrated this event at the Mellon Center in DC on October 21, 2014, with throngs of our staff, supporters, board members, clients and funders. Alison Seymour of Fox News served as our Mistress of Ceremonies and comedian Chris Tucker was our special surprise guest! This year, NCCF also added some new service programs, The Neediest Kids, which provides items kids constantly need, such as school supplies, backpacks, etc. We also began our DC YouthLinks Program, which provides social services to individuals coming out of the juvenile justice system. Many of our full time Social Workers also spent many evening hours at DC General Hospital's Family Shelter, assisting and providing services to the facility residents in the aftermath of the tragic Relisha Rudd case. NCCF's staff continues to be provided with a superior employee benefit package that now includes a higher employer-paid portion toward health insurance, which actually made our Preferred Provider option (PPO) less expensive to participate in than our Health Maintenance option (HMO), Healthy, "whole food" meals are provided employees at no cost from our onsite kitchen, and staff is given the week between Christmas and New Years off, without having to use his or her accrued vacation time.

## **United Educators**

[www.ue.org](http://www.ue.org)

For Profit

Insurance

Between 50 - 249 Employees

UE's strong commitment to mission, flexible work schedules, and collegial atmosphere have made us an excellent place to work. We have a robust supervisory training program which ensures that supervisors have the tools and knowledge to make their staff successful, a shared understanding of company values which are modeled from the top, regular communication at all levels about company strategy and performance, engaging social events conducted monthly, respect for work-life balance, evidenced

through a generous leave program and flexible work options. As the company continues to grow, we value the staff who will ensure the future success of UE.

## Vaco Richmond, LLC

[www.vacorichmond.com](http://www.vacorichmond.com)

For Profit

Consulting/Professional Services

Less than 50 Employees

Vaco Richmond makes it a priority to concentrate on the abilities and needs of our employees. For Vaco, the answer is easy, somewhat of a cliché, but motivating for our crew nonetheless...we work hard to play hard! For the past few years, our office has been split into two competitive teams who set sales goals. These goals are displayed on a large chart in our common area. Updated weekly, each team is able to see their progress and for the competitive spirits in the office, they are able to compare where they stand against the other team in the race to the finish. Vaco Richmond also believes in promoting a flexible working environment that involves increased technology, creative workspaces and PTO days. We recently re-decorated our office to better fit employee's needs/requests. Our space unifies coworkers while maintaining a high standard for performance. Our open cubicle desk setting and collaborative workspaces encourage communication, equality, and teamwork. Vaco Richmond is a strong supporter of employee's personal passions. Over the years, Vaco has participated in multiple charity events, supporting illnesses and organizations directly related to individual employees and their families. Vaco Richmond has participated in Alzheimer's Association walks, Comfort Zone Camp, Angel Tree charities, donated clothes to needy children in the Richmond area, and made efforts towards going green in response to employee requests. A large part of our business is networking through social activities throughout the day. Being present for eight hour workdays may happen in a variety of ways. Whether it involves various Vaco Technology recruiters, walking and talking to consultants on their headsets or client visits from the friendly faces of our Operations team, Vaco gets it done! Vaco pays for event registration fees and encourages employees to get out in the community which in return gives employees a feeling of independence and entrepreneurship, further embedding a sense of freedom and trust. In addition, Vaco has annual sales incentive trips for all account executives and recruiters. In recent years, they have traveled to Punta Cana, Las Vegas, Colorado, Costa Rica, and Cabo San Lucas! These trips motivate Vaco employees personally as well as reach out to their families. Vaco Richmond takes the extra step in making sure everyone knows their position is valued within the company. Annual training in Nashville for all employees provides both a working and social outlet, getting everyone oriented with Vaco and their colleagues. We love to be social so about every two months we get together as an office and do an activity. Most recently, we have had a rib off competition, chili cook-off and Friendsgiving potluck!