

2018 Workplace Excellence Best Practices

Adventist HealthCare

<https://www.adventisthealthcare.com/>

Nonprofit

HealthCare

250 or more US employees

Adventist HealthCare has identified five core values that we use as a guide in carrying out our day-to-day activities. They include: Respect: We recognize the infinite worth of the individual and care for each one as a whole person. Integrity: We are above reproach in everything we do. Service: We provide compassionate and attentive care in a manner that inspires confidence. Excellence: We provide world class clinical outcomes in an environment that is safe for both our patients and caregivers. Stewardship: We take personal responsibility for the efficient and effective accomplishment of our mission. Adventist HealthCare has also identified the following six critical success factors imperative to our business: Faith-based. We must be valued as a faith-based organization. Best People, Best Place. We must be the best place for the best employees, physicians, volunteers and partners to work. Safety and Clinical Excellence. We must be the safest place to receive care and we will deliver superior clinical outcomes. Best People, Best Place. We must be the best place for the best employees, physicians, volunteers and partners to work. Patient Experience. We must provide the most extraordinary health care experience for those we serve. Growing Organization. We must be a growing organization in order to preserve and expand our role as a vital community resource. Financial Success. We must be financially successful in order to invest in our people, facilities and services. Safety and Clinical Excellence. We must be the safest place to receive care and we will deliver superior clinical outcomes. Faith-based. We must be valued as a faith-based organization. Adventist HealthCare, with the guidance of these five core values and six critical success factors, strives to be a place of comfort for its patients and a place where the employees can be successful.

AstraZeneca/MedImmune

<https://www.medimmune.com/>

For Profit

Biotechnology

250 or more US employees

- Engagement with local schools (Montgomery County RISE program) to build STEM talent of the future.
- Engagement with Biotech community in the surrounding area, networking events.
- Expert in Medicine and Research invited on-site to give talks and engage employees in fresh ideas.
- Regional Women's Summit, building and developing our talent pipeline.

- Weekly "TGIF" social events each Friday for employees to gather, share refreshments, participate in activities and network.
- Recreational groups including a cycling club, walking club and a Green Team to name a few.
- Each employee has the opportunity to use volunteer hours.
- Volunteer events, such as: Adopt--Road and organized collections to donate to charity organizations, build packages for Red Cross, donate during disaster relief.
- A community garden is available on-site for employee use.
- Composting on-site in main cafeteria and break-room pantries.
- Healthy food labels in the café to help people make healthy food choices.
- Rest pods are available for employees to take a power nap and rest during the day.
- Focus on Health & Wellbeing, with mindfulness groups, on-site physician and on-site gym/fitness classes.
- Walking Desks (treadmills) available on campus for use during the day to keep employees energized.
- Office supply swap closet to eliminate waste of good unused office supplies and to reduce unnecessary purchasing.
- Wood & Plastic Pallet Reuse program, which allows employees to reuse heat-treated wood and plastic pallets to use for DIY projects.
- Earth Week celebrations with events, participation of environment-friendly organizations and employee giveaways.
- Annual electronics recycling event for employees to bring items from home.
- Donation bin program for employees to donate routine items from home or suggest non-profit organizations to support.
- All employees receive a reusable coffee mug and water tumbler, with a discount in the cafeteria when used.
- Electric vehicle charging stations free to use for employees who have electric vehicles.
- Commuter shuttle from the Shady Grove Metro Station and a hotel shuttle from the Marriott.
- The Gaithersburg campus has an on-site cafeteria, 4 large food kiosks and pantries in every building. Our sustainable food offerings include: ground beef from grass-fed cows, eggs from cage-free chickens, milk that is hormone-free, seafood that is sustainably sourced, options for yogurt from grass-fed cows, many vegetarian and vegan dining options, produce and nuts from local farms when available, and coffee options in pantries that are Rainforest Alliance Certified.
- On-site dry cleaning, fitness center, massage therapy, physical therapist, personal trainers, dietitian and nutritionist.
- Professional development plans for each employee is encouraged and personalized development plans are supported during key cycles of the year.
- Outside seating by our retention water "pond" and outdoor deck seating.
- Child Care Center located on-site for employees with children.

BDO USA, LLP

www.bdo.com

For Profit

Consulting/Professional Services

Financial Services/Accounting

250 or more US 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 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 a eco-friendly work environment; Secondment program - allows employees to work at BDO International firms; BDO-U - training center where employees can access over 1200 on demand trainings; Goals - online performance management system used to set up career and performance goals; 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 Inclusion - a strategic umbrella that builds an inclusive environment, enables flexibility and encourages open minds.

Bowers+Kubota Consulting

<https://www.bowersandkubota.com/>

For Profit

Consulting/Professional Services

50 - 249 US employees

A philosophy of striving for excellence combined with a family-oriented culture that engages employees at all levels embodies who we are at Bowers + Kubota Consulting. This starts with our top management and the ingenuity on how this firm was built from our sound core values to our outstanding total benefits package. The integrity, generosity, and genuine care that the management team shares with our team resonates throughout the firm. The impact the firm makes not only touches the lives of the employees but extends to their families and the community. Employees and their families are well taken care of at Bowers + Kubota Consulting through an exceptional benefits package and an award-winning wellness program that welcomes and encourages family participation. These superlative benefits consists of:

- 100% paid health insurance to include medical, dental, drug, and vision for employees and their families for ALL employees
- The firm provides 401k company match dollar for dollar up to the first 3% of salary
- The firm also contributed over \$2 million to the company ESOP plan in 2016 which is approximately 20% of the yearly pay per employee
- The firm contributed record amounts to the firm's bonus pool (approximately \$2.3 million, with a median bonus of approximately 12% of yearly pay per employee) in 2016
- Continuing education /tuition assistance is provided for all employees up to \$4,000 annually
- Paid time off – 15 days per year starting from date of hire
- Flexible Spending Plan
- Wellness program which provides up to a \$300 wellness reimbursement annually plus a

number of family – friendly fitness activities • We remain committed to fostering a healthy work/life balance for all employees and it is stated as such in our Values Statement. The same care that is bestowed upon our team is provided to our clients. Our clients are provided superior quality, value-added service and expertise. Because of our value of Superior Quality and our culture of striving for excellence, the firm conducts yearly 360-degree feedback on each employee. Obtaining knowledge on how the firm and our staff are doing helps us to address areas that we may improve on. Client evaluations are sent out to all clients and approximately 60% were returned in 2016 with an average score of 4.7 out of 5. This is consistent with client satisfaction results over the past 4 years. In 2016 the firm was honored by Hawaii Business Magazine as #2 Best Place to Work for a medium-size company, the #2 Healthiest Employer and the #1 Most Family Friendly in Hawaii. These awards were based on employee satisfaction results across nine specific categories where we had an overall rate of 96%. The firm was also awarded the American Heart Association (AHA) Fit Friendly Worksite National Award – 2016 Platinum Achievement again for the fourth year in a row. Each of the above metrics and accomplishments would be significant by themselves, combined they represent a superlative employee recognition, retention, and benefits package. We foster a culture where employees are encouraged and given support and resources to thrive.

CBIZ

www.cbiz.com

For Profit

Financial Services/Accounting

Insurance

250 or more US employees

"At CBIZ, we are committed to making our company a great place to work. In order to do so, we work hard to understand the needs of our associates, and then do our best to meet those needs. Every three years, through a third party vendor, we conduct an Employee Engagement Survey. The responses are meticulously scrutinized, and we work with our leaders to develop plans for improvement. We also share our plans with our associates so that they understand their input was heard and their comments were taken seriously. In 2006 we launched Great People, Great Place, (GP2) our multi-year plan and program to ensure the leadership and environment of CBIZ are together creating a place that our associates are excited about and are proud of. GP2 is...

- CBIZ's commitment to making our company a great place to work;
- The next logical step in defining our company and establishing a common culture; and
- First and foremost, an expression to our employees that we care.

Community service is a significant part of GP2. In conjunction with our 20th anniversary celebration, CBIZ hosted our "20th Anniversary Volunteer Day", where team members from each office volunteered alongside co-workers for 4-5 hours, in order for CBIZ to collectively donate 20,000 community service hours! We also donated \$20,000 to a charity selected by our employees through a voting portal on our intranet. And, because the volunteering was so well received, we have made ""CBIZ Cares"" a permanent part of our culture, where our associates may volunteer annually for up to 5 paid hours alongside their coworkers. CBIZ encourages our associates to enjoy a well-balanced lifestyle that includes personal and family time. This is supported by our Flexible Work Arrangements Policy. And,

since significant life changes occur when an individual becomes a parent, we are very proud to offer our maternity leave (100% pay for eight continuous weeks), adoption leave (100% pay for eight weeks for the primary caregiver of an adopted child), and parental leave (100% pay for one continuous week). We further support our associates' needs to continually develop professionally, by offering training as well as business and networking opportunities. And, we of course encourage community involvement, participation on non-profit boards, and as mentioned, we sponsor a national food drive each fall. We donated 1 million pounds of food in 2017, surpassing our million dollar goal for a consecutive 3 years! We also support other out-of-the-office activities, such as sports teams and group charitable activities. We want our associates to be healthy, happy and successful, and we understand that achieving overall wellness is the only way to achieve those goals. We previously discussed our Great Health program, our platform of support as well as tools and resources for associates to move forward, regardless of where they may be on the spectrum of personal health. And, all associates have access to our Employee Assistance Program as well as a Health Coach to discuss any questions and concerns they may have. We believe that all of these components collectively demonstrate our commitment to our associates as whole persons, not simply focusing on them as employees who spend their working hours at CBIZ. "

Central Florida Health

www.CentralFloridaHealth.org

Nonprofit

Health Care

250 or more US employees

To name our top three (3) unique or innovative efforts in our organization: 1. Be a S.T.A.R. Program (Service, Teamwork, Accountability and Respect - there are more specific standards in this program but we wanted to be creative in promoting them) Our STAR Standards pertain to our behavioral standards and we promote them in a positive, fun-loving manner by encouraging everyone to be a STAR! We created our own money as part of this program, which we call STAR Bucks. A STAR Buck is literally equivalent to \$1. Both staff and leaders may commend another team member for a nice gesture or effort and they can be given STAR bucks for that. There is no timeframe attached to this program so they can be given out at any period in time. The leaders decide how many STAR bucks to give but more often than not they are very liberal in giving these out. Our STAR Buck Committee is in charge of setting up the STAR Buck Stores once a month at both hospitals and there are times in the morning and evening when employees may go to the store and buy items such as shirts, jackets, portfolios, tumblers, movie tickets, etc. The STAR Buck Store is also online. 2. Annual Employee Engagement Survey Our Annual Employee Engagement Survey is one of the major efforts that we do to keep employees engaged. We believe in evidence-based management strategies and so by considering their feedback before implementing anything that affects them, we not only increase the effectiveness of that program but their support as well. We roll out our surveys with a bang by attaching fun games and activities during the survey duration. We do not hold this program passively but make a big event out of it to encourage participation by giving away prizes weekly during the survey and a grand prize at the end of administration (team members in departments that have hit 100% participation become eligible to be included in the grand prize raffle). We tie creative themes to the survey each year. Examples of the themes we have organized: - Cruise to Engagement (grand prize was a free Cruise to the Bahamas for Two) - Engage Your Wild Side (grand prize was a free Family Trip to a chosen Theme Park with

hotel accommodations and food allowance) - Lift Off to Engagement (grand prize was a free Family VIP Trip to the Space Coast with hotel accommodations and food allowance) 3. Employee Engagement Councils Our Employee Engagement Councils at Leesburg Regional and The Villages Regional were formed as part of the results of the last, last year's Employee Engagement Survey. The councils consist of employees from different departments who meet monthly to discuss organizational issues. These councils contribute significantly in driving positive change in the organization by continuously encouraging their co-workers to be more engaged and communicate more openly if they have any questions or feedback. With their support, we have achieved the highest participation rate in our Employee Engagement Survey last year, which was 75.82% (our goal was 75%).

Cetrom

www.cetrom.net

For Profit

Technology

1 - 49 US employees

1. Employee Kudos
2. Prize Wheel - exceed expectations
3. Quarterly recognition program
4. Annual Party - All expense paid
5. Employee Parties - Message, food, activities, etc.

Chaney Enterprises

For Profit

Manufacturing, Building Materials, Construction

250 or more US employees

Our Wellness Plan gives employees the opportunity to work towards discounted insurance premiums for the plan year up to 50% off. Employees are eligible to receive a 30% discount by simply having a routine physical or participating in our of our on-site biometric screenings (if a spouse is covered under the insurance, he/she must complete a physical or screening as well). To receive the additional 20% discount, the employee simply has to be a non smoker or complete a tobacco cessation program. 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. Bicycles are available on-site at the corporate office for employees to use during the day to run their errands, pickup lunch, get a little extra exercise, or simply for a stress break. Treadmills are also available for use. There are regular wellness newsletters which go to all homes and are posted addressing many and varied health related topics. Our 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 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. New for 2018!! 'Winter Leave' of 40 -80 hours will be given to all delivery professionals to help offset lack of work or slow days due to inclement weather! This leave is in addition to any leave that the employee already has/accrues. Unused Winter Leave gets paid out to the delivery professional in the spring!

Chesapeake-Potomac Home Health Agency, Inc.

<http://www.cphha.org/> Nonprofit
Health Care
50 - 249 US employees

Chesapeake-Potomac Home Health Agency is able to attract top quality clinicians by offering:

- sign on bonuses
- flexible work schedules
- one on one patient care
- superior health benefits
- 403(b) plan with company match
- generous PTO plan
- recruitment bonuses
- continuous recognition

Chevo Consulting, LLC

www.chevoconsulting.com

For Profit
Consulting/Professional Services
1 - 49 US 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.

CNSI

www.cns-inc.com

For Profit

Technology

250 or more US employees

"Dedicated. Focused. Passionate. These three words describe CNSI employees. Working in a fast-paced technology firm, including providing 24/7 system monitoring and data security, requires high-performing individuals who are committed to excellence. As a state and federal IT contractor, we expect the highest levels of integrity in work performance and we encourage innovation from all levels of our employee population. With this in mind, we are a leader in our industry and we are committed to being a responsible employer for our workforce. Under our iCare Philanthropy & Volunteerism pillar, we specifically asked our employees what issues they care most about. The answer was hunger, education, and children. In 2017, we continued our tradition of giving our time and funds to organizations within the communities in which we live and work. Our volunteer service activities come from our strong partnerships with local organizations, some of which include:

- MDBio Foundation: MXLab Sponsorship and Support, Learning Undeclared Texas Hurricane Education Relief
- Montgomery County Coalition for Homeless: Meal Donation, Supply Drives, and Annual Giving
- Manna Food Center: Smart Sacks Assembly and Food Drives
- The Children's Inn at NIH: Thoughtful Treasures and Group Volunteer Dinner Service
- Capital Area Food Bank: Family Market Day at South Lake Elementary School and Empty Bowls Partnership
- Community Foundation of Greater Flint: Annual Planned Giving
- Autism Alliance of Michigan: Annual Planned Giving
- Fisher House Foundation: Annual Giving to Project Location Houses
- Good Life Center Chennai, India: Volunteer Hours, Donations and Drives, Planned Giving
- Global Giving: Hurricane Disaster Relief Funds

Through iCare, we build and maintain relationships with these organizations to make an impact in the lives of local residents, especially concerning hunger, education, children, veterans and disaster relief. Ultimately, CNSI's commitment to corporate social responsibility, captured by our iCare program, is summed up by a simple, yet profound promise: to be globally minded and locally committed. CNSI's Learning & Development department has developed learning programs to accommodate our employees, managers and those new to our company. It also offers numerous online self-paced compliance offerings that range from our "Harassment Free Workplace" course to our "Code of Ethics."

Right from the start, our onboarding program welcomes new employees to the company, provides them with the knowledge and training they will need to successfully integrate into their assigned business unit and communicates all benefits related offerings that may impact their personal well-being. Our management training program, titled the "Leadership Academy" focuses on educating managers with executive level training and is focused specifically on management challenges. Last year the Leadership Academy introduced a Project Management Institute (PMI) accredited, Project Management Professional (PMP) preparation program to help our project managers obtain and maintain their PMP certification. From providing training on our different product lines to certification training provided to our employees, our Learning and Development department provides a wide range of multi-platform opportunities for employees' career growth. Finally, we continue to complement our Ethics and Corporate Compliance Program with a robust employee communication program. By establishing a culture of open and trusted communications, strong and consistent policies, and a no-tolerance for retaliation culture, the people who work for and with CNSI will know that we only do the business the right way. In doing so each employee at CNSI is committed to take action each and every day to live out our policies and values that maintain CNSI's commitment to excellence in the workplace and in the community. As a state and federal contractor, we strive to be a responsible employer and to be recognized as an employer who gives back to those in need. In addition to attracting great people to come work for us, we can empower our employees as they team up together for community service. By completing volunteer service, we build strong bonds among colleagues and find new ways of working together. At the end of the day, employees feel good about what they accomplished and experience a holistic fulfillment that can't be gained from work alone. CNSI President Adnan Ahmed put it best when he said, "By promoting a workplace committed to service, we not only do good deeds and gain a positive reputation, but we also encourage positive. "

College of Southern MD

<https://www.csmd.edu/>

Nonprofit

Education

250 or more US employees

Tuition benefit of 100% of the tuition for all credit and continuing education classes offered by the college to eligible full- or part-time employees and dependents of full-time employees, as well as part-time credit & continuing education faculty who are teaching a minimum of 3 credits/45 contact hours per semester; "Money Smart" sessions on financial topics; Drunk Driver Education programs; Smoking Cessation programs (Smoke-Free Campuses as of 1/1/17); employee discounts at all college stores; water aerobics; Fitness Challenges; ticket discounts for all college productions (plays, musical events, etc.); discounted movie theater tickets, etc.

Discovery, Inc.

<https://corporate.discovery.com/>

For Profit

Media, Telecommunications

250 or more US employees

Below is a snapshot of Workplace Excellence best practices employed by Discovery. More detailed information can be requested!

- Discovery Cares Leave Policy
- Workplace by Facebook for collaboration among all employees Globally
- Onsite medical clinics
- Onsite daycare
- Support for new and expecting mothers
- 10 days of subsidized backup care
- Mental health first aid
- Onsite health and exercise classes
- Quarterly fitness reimbursements
- Flexible work options
- Summer hours program
- Concierge service
- Corporate discount program
- Onsite dry cleaning
- Onsite meal delivery
- Mentoring programs
- Cultural celebrations
- Food cart events
- Creative speaker series
- Creative workspaces
- Social media integration
- Numerous philanthropic events/causes
- Employee Assistance Program
- Employee Resource Groups
- Employee stock purchase program
- Recognition programs
- Employee ethics hotline
- Quarterly newsletter
- Biennial employee opinion survey
- Online learning management system
- Tuition reimbursement and much, much more...

DYNAXYS LLC

<https://www.dynaxys.com>

For Profit

Financial Services/Accounting

Technology, Hosting, Software Applications, Development, Mobile Applications

1 - 49 US employees

Dynaxys' choices concerning activities, benefits or programs are influenced by our company's goal of "Above and Beyond". This goal, like our values, is entrenched in our company culture. It serves as a reminder that we need to continually be aware of our employees' needs, recognize when benefit changes or enhancements are needed, and be flexible enough to act. One way Dynaxys addresses this is by offering a rich health insurance plan and paying a significant portion of the monthly premium. Employees who opt out are entitled to a pre-tax spending account of up to \$2000 to cover deductibles and extraneous healthcare expenses not covered under their spouse's plan. Dynaxys also contributes a significant amount to the HRA for each employee. Additionally, Dynaxys encourages ongoing education. We offer a competitive tuition reimbursement program for approved, job-related courses and training classes. Not only do we pay for courses but we also recognize educational and certification achievements with bonuses. Furthermore, we developed a Leave Sharing/Donation Policy allowing employees to voluntarily donate vacation time to a co-worker who may be experiencing a family emergency or personal crisis resulting in a need for additional time off. The policy was well-received by staff.

EveryMind.

www.every-mind.org

Nonprofit

Social Services

50 - 249 US employees

EveryMind offers generous benefits and a mission driven culture that creates an environment where employees are engaged and active in the mission to Strengthen Communities and Empower Individuals to Reach Optimal Mental Wellness. Through community outreach, employees are connected to our mission. Whether it is our involvement in Suicide Prevention or getting resources to Veterans, our employees are proud to be part of these very visible efforts. In order to be excellent at what we do, we recognize the value of providing resources for Self-Care. EveryMind's comprehensive Employee Assistance Program (EAP) provides employees with 8 mental health sessions per calendar, per issue. Family members are also eligible for this benefit because we understand mental health issues affecting one family member can affect the entire family. EveryMind's EAP also includes financial planning, will preparation, legal advice, wellness coaching, assistance in locating qualified child and elder care providers, and much more. EveryMind offers a very generous leave schedule with more than 20 holidays, including summer and winter mental health days, a day off during the birthday month, and a day off to volunteer for a charity or cause of the employee's choice. EveryMind believes that it is important to emphasize self-care and to take time off to spend with loved ones. This is especially important for EveryMind because the majority of our staff work directly with vulnerable clients, hence providing them with a supportive and caring work environment helping to prevent burnout and increase productivity. Annual staff appreciation events include a staff picnic and holiday lunch, which are great opportunities for staff to spend quality time together and have fun!

Family Services, Inc.

www.fs-inc.org

Nonprofit

Social Services

250 or more US employees

Family Services (FSI) continues its 109 years of tradition of serving the most vulnerable individuals and families throughout our communities by being strong advocates for their needs, providing the highest-quality of services and programs, and fostering health and wellbeing across each person's lifespan. Our families continue to struggle in obtaining access to high quality affordable child care; stabilized housing; employment ; and healthcare which addresses primary care and mental health. FSI and its employees tackle these obstacles by actively providing services using a two-generational approach that focus on the needs of children and their parents, both as caretakers and educators. With this model, we are seeing better outcomes in the home environment, parental success and the educational goals being met by the child. In FY17, FSI staff helped provide the foundation for healthy child development, school readiness and lifelong achievement for 936 low income families; they helped offer free quality childcare, after school tutoring and support for 220 families; they helped provide a safe haven for 965 children in a secure and nurturing environment at the Montgomery County Circuit Courts. This year, our 400+ staff

from over 50 countries touched the lives of over 20,000 children, youth, adults and families. All of this was done through case management, education and workforce development, financial literacy, behavioral health services, substance abuse treatment, child care, GED and ESOL classes, domestic violence shelter and services, home visits and supportive housing. We will continue our journey of strengthening communities by protecting our children's path to adulthood; safe guarding basic human needs; and shielding victims of domestic violence. FSI employees, its Board of Directors, volunteers and community advocates provide a continuum of services which begins with newborns and early childhood development and extends through adulthood. Because our care goes beyond the individual, we offer our nurturing expertise and services to the person's entire support system. Our talented and diverse staff works closely with experts, volunteers and community partners to help meet the needs of community residents, enabling them to live to their fullest potential.

Family & Nursing Care

<https://www.familynursingcare.com/>

For Profit

Health Care, Home Care

1 - 49 US employees

"Family & Nursing Care protects and works to enhance the quality of life and well-being of our clients and our employees, alike. Family & Nursing Care has a superior culture and the following bullets outline our unique initiatives that make our workplace truly excellent:

- Open door policy: The CEO maintains regular "President's hours" in which employees are encouraged to maintain an open dialogue with leadership.
- Regular staff meetings: Through consistent meetings, high-level company information is clearly communicated to the entire staff.
- Benefits: Salaries are above average and employees receive competitive benefits plans, in comparison to challengers in the industry.
- Grassroots efforts by the founder: Passion is seen through the company founder who handcrafts employee gift bags for the staff holiday party. She also bakes special treats each year on Valentine's Day for the whole staff.
- Frequent milestone celebrations: Frequent gift giving recognizes both company and individual milestones as well as annual anniversary gratitude to all employees.
- Catch a Star program: Employees are encouraged to nominate their peers who are going above and beyond in the workplace. Leadership then presents nominees during staff meetings.
- Caregiver parties: Two parties are held annually to show appreciation for caregivers.
- Team building activities: Out-of-office fun continues our family-like work community. We have been to Nationals games and foot golf matches, just to name a few.
- Catered staff meetings
- Monthly staff lunches
- Wellness initiatives: Employees are rewarded for engaging in healthy lifestyles including riding their bike or walking to work.

- Sustainability program: In an effort to be responsible stewards and citizens of our community and planet, guidelines are put in place to foster a sustainable and clean working environment. "

Federal Realty Investment Trust

<http://www.federalrealty.com/> For Profit

Real Estate

250 or more US 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. 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 choose a local nonprofit group and hold a charity raffle for employee donations. The Trust matches all donations dollar for dollar and presents a check at our annual holiday party. This year we raised over \$30,000 in employee donations for the National Multiple Sclerosis Society. In addition this year we also raised over \$45,000 in employee donations for the hurricane relief that we donated to the American Red Cross. Lastly, Federal Realty also has several training and mentor programs to provide our employees with continued growth and development opportunities.

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Health Care

250 or more US employees

We are honored to be the only health care provider in Maryland to receive the "Workplace Excellence Award" from The Alliance for Workplace Excellence every year since 1999. The award is meaningful because it recognizes those elements that are of value to the community—like an organization that acts on its beliefs and values, celebrates diversity, empowers colleagues, operates as a community and global citizen, and encourages and facilitates work-life balance and success. We want you to know this: That we care about colleagues just as much when they are outside of work as we do when they are here

caring for our patients. Over the past several years, we have made many work-life enhancements for our team, including some of the following:

- Greater flexible scheduling options
- Holiday policy for RNs and all staff
- Monthly "fun" calendar events
- Development and training programs
- Generous tuition assistance and Student loan repayment program
- 24-hour access to employee assistance program
- Enhanced benefits
- Cash-balance pension and 403b plan for all staff regardless of employment status
- Enhanced employee referral rewards
- Matching dollars for metro usage

Hughes Network Systems, LLC an Echostar Company

www.hughes.com

For Profit

Telecommunications

250 or more US employees

- Service awards program with additional time off earned, a gift selection, and a plaque and lapel pin commemorating milestone service years.
- Customized trips for 35 and 40 years of service, full expenses paid up to value of \$5,000 and \$10,000 respectively.
- 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.
- 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.
- Adopt-a-road participation with free lunch.
- Discounted employee programs include Dish TV.
- Free Hughesnet internet service for employees.
- Car discount purchase programs with General Motors, Chrysler Motors and BMW.
- State-of-the-art workstations and software to work with
- Cell phone discounts
- Car rental discounts
- Mileage reimbursement

- Ergonomic evaluations and equipment provided to all employees

Marriott International, Inc.

www.marriott.com

For Profit

Hospitality

250 or more US employees

"At Marriott, our associates' wellbeing is our top priority, and we want to help give them peace of mind, whatever life throws their way. Whether their world has been turned upside down by a joyful occasion like the birth of a new baby, or if they've experienced a health setback, we want them to feel confident they're standing on solid ground. And we're serious about happiness. In 2016, we rolled out our TakeCare Total Rewards program, highlighted below.

- **TakeCare Income Protection Plan:** Associates needing extended time off for illness, injury or to have a baby can rest easy knowing they're covered. Full-time hourly associates are enrolled in the Plan at no cost.
- **Parental Leave:** Two weeks of fully paid parental leave for mothers and fathers after the birth or adoption of a child.
- **Expanded Maternity Coverage:** Up to seven weeks of maternity coverage after giving birth, for a total of nine weeks of benefits (includes two weeks of parental leave).
- **Adoption Assistance:** Up to \$5,000 to help with the costs of adoption is offered to full-time associates with one year of service.
- **Infertility Coverage:** Expanded coverage including Assisted Reproductive Technology, concierge support and counseling are available to Aetna and Cigna medical plan participants.
- **TakeCare Relief Fund:** This global program was launched in 2017 in the US and will be launched in 2018 globally for associates needing urgent financial help. The first funds were distributed to associates impacted by the devastation of this year's hurricanes. Established by Marriott with an initial contribution and funded through our Explore Hotel Room Discount Program. When associates, or their friends and family members, book discounted Explore room rates, they have the option to make a small donation to the fund. The TakeCare Relief Fund will provide peace of mind when associates need it most.
- **Financial Fitness:** Financial wellbeing webinars, free financial counseling, associate discounts and Marriott Employees' Federal Credit Union membership help associates drive toward their financial goals.
- **Life and Health Coaching:** Marriott's myARL provides life coaching to help associates during a major life transition such as a move, divorce, new job, birth or adoption, etc. Marriott medical plan participants have access to free personalized health coaching by phone or video. More than 30 properties across the U.S. have onsite health coaches who offer in-person counseling to help associates stay on track with their physical and emotional wellbeing. "

Maryland National Capital Park & Planning Commission

www.mncppc.org

Government

Recreation / Parks, Planning

250 or more US 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. MNCPC also strives to be a workplace of excellence by our dedication to equal employment opportunity, the celebration of employee diversity, and inclusion. 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 events. 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.

Montgomery County Government

www.montgomerycountymd.gov

Government

250 or more US employees

After completion of a successful one year pilot, Montgomery County Government (MCG) introduced a County-wide Telework Program. The goals of the program are to increase employee productivity and morale, and support MCG's mission to provide a sustainable work environment for today and the future. MCG employees are eligible to apply for the Telework Program if their department participates in the program, except for the following groups: IAFF members, FOP members, and uniformed personnel in the public safety cluster. The number of days per week/month that employees may telework is subject to management discretion based on the operating needs of the employing department. For further details concerning eligibility, refer to the Telework Policy and Procedures document.

Montgomery County is constantly evolving in its efforts to green County operations, engage employees in sustainability and more. The Montgomery County Greenfest in 2017 was honored to receive the National Association of Counties Award and a 100 Brilliant Ideas at Work Award. The Montgomery County Greenfest was selected to receive this award because of its commitment to partnerships, community engagement, and innovative. Montgomery County continues to receive national recognition for its "LiveWell," program which is a joint labor-management employee wellness program featuring movement classes, wellness webinars, Employee Assistance Program sponsored seminars,

resources, and confidential counseling. Montgomery County Government has teamed with Virgin Plus to offer a health and well-being program where employees have an opportunity to earn points for healthy behaviors and up to \$350 a year.

MorganFranklin Consulting, LLC

<https://www.morganfranklin.com/>

For Profit

Consulting/Professional Services

250 or more US employees

MorganFranklin Consulting became an ESOP, employee stock ownership plan, at the end of 2015 which has enhanced the culture by becoming 100% employee owned. We always ask our people to “think like owners” when delivering our solutions and given our employees really are owners it has allowed us to retain our firm’s unique identity and preserve the culture and nature of our business. Our people make us who we are and success means being able to continue to attract and keep the best and brightest employees and many of our employees are motivated and inspired by the fact that they are all owner and can help drive the success of our organization! We wanted to create an environment with ongoing career opportunities and personal financial gains for employees at all levels. We want to be able show all employees what 5 or 10 or more years of success at MorganFranklin looks like. The ESOP is a differentiator that Big Four firms simply cannot match and we believe it sets us apart from our competitors and helps us continue to attract and retain top talent. Employees are responsible for growing, managing, and leading our business, so we want them to share in that value creation. Ultimately, that means creating meaningful benefits for them and their families. The ESOP is a way for employees to be rewarded for their hard work by sharing in our success over time.

National Recreation and Park Association

www.nrpa.org Nonprofit

Association

50 - 249 US employees

NRPA provides a flexible workplace that allows staff to get the work done on a schedule that works best for them. We are also a pet friendly organization. We provide summer cookouts and close the office at noon every other Friday. We provide walking challenges with prizes and as well as staff olympics that has a fun approach to health and wellness. We hold an annual cultural food potluck to get everyone to get to know their coworkers. Our location allows for staff to get outside and take walking meetings or take a break from their desk. We provide yoga once a week and have a massage chair available for everyone to use.

Optimal Networks

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

For Profit

Consulting/Professional Services

1 - 49 US employees

"Optimal Networks offers 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 core 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: The CEO and COO keep their doors open for any and all employees to discuss questions, concerns, and ideas. The organization, financials, growth goals, acquisition plans, and other topics are transparently discussed throughout the company.
- Beyond benefits: To foster a family-friendly workplace, Optimal offers more benefits required including multiple health care plans, maternity/paternity leave, and flexible leave policies.
- Friday Breakfasts: To celebrate the end of the week, employees are encouraged to gather in the CEO's office every Friday for breakfast cooked by the COO and engage in relaxed conversation.
- Open House: Gathering to learn about technology developments, eating, drinking and celebrating each other's successes, the annual Open House invites all Optimal employees, vendors and partners.
- Bi-annual spirit days: This fun, internal activity builds community followed by goal setting, organizational updates, and planning.
- spotON: This program familiarizes non-technical executives with technology trends they should consider now. Optimal executives meet with executives at client organizations, twice a year, to present three top tech trends and their corresponding implications.
- Innovative bonus plan: Aligns and incentivizes individual, team, and organizational efforts.
- "Path to Partnership" program: This program gives employees who meet certain criteria the opportunity to own part of Optimal
- Catalytic Coaching process: A process in place to ensure, and help drive, professional and personal development across all employees.
- Diversity: The Optimal family culminates members that are Native American, Hispanic, African American, Christian, Muslim, Jewish, gay, straight, Democrat, Republican, vegetarian, and carnivore. Uniqueness and individuality is celebrated to promote a progressive corporate mindset.
- PTO to volunteer and vote: Optimal recognizes that we are "greater than the sum of our parts." We recognize and appreciate differing skillsets, passions, and obligations that will contribute to a stronger Optimal family. "

Qiagen

www.qiagen.com

For Profit

Biotechnology

250 or more US employees

As a global market leader in life sciences technologies, we offer a competitive, market-oriented salary and comprehensive benefits package to all our employees worldwide. Our success as a company

hinges on the talent and skills our employees bring to work each day – that’s why we’ve structured our global bonus program to reward employees for their performance on the job – not just on an individual level – but at the team and company-wide level as well. For our management employees, we offer equity-based, long-term incentive plans to help align managers’ efforts with those of our shareholders. What’s more, no matter where you’re based, we offer a range of services to help you create the right balance between your work and home life.

Ryan, LLC

www.ryan.com

For Profit

Consulting/Professional Services, Corporate Tax Advisory Services

250 or more US employees

"Ryan is committed to enhancing the total well-being of our employees by listening and continuously developing and improving our benefits, our employee engagement and development, and community outreach opportunities in the pursuit of workplace excellence. Here are some of our key workplace initiatives that help us to build the workplace of the future.

Workplace Flexibility - myRyan

In the myRyan environment employees are measured on results achieved, not hours worked. They are given complete flexibility and can choose where and when they want to work on a day-to-day basis. Employees are expected to observe the “three C’s” to accomplish this effectively – communication, collaboration, and consideration. Rather than acting completely in a vacuum, they are expected to work with their peers, managers and stakeholders to ensure there is clarity about projects, timelines, availability, etc. Teams create their own protocols for making this work

RyanPRIDE

RyanPRIDE, our enhanced online peer-to-peer recognition tool! Using this new platform, employees can recognize co-workers for their great work, even if it’s something small! Through two new recognition types, Social Recognition and Points-Based Recognition, employees can reward others for the little things they do on a day-to-day basis, with points that earn rewards like digital cameras, hotel bookings, and gift cards.

RyanInnovates

Earlier this year, Ryan launched our new RyanInnovates platform. Employees can view and make suggestions on the easy to access online portal. This new portal provides full visibility to ideas that are coming in and how we are acting on them, collaboration opportunities and opportunities for employees and leaders to be involved in moving ideas forward or voting them down. Each suggestion appears on a social media style platform that is visible as a Firm-wide news feed, and employees are encouraged to “like” or “dislike” the suggestion. Ideas that achieve 25 “likes” regardless of “dislikes” are guaranteed to be considered by management and will receive a response.

Employee Development: Enhanced existing management and leadership development training programs. We recently implemented a Global Learning Initiative where every employee has to complete a mandatory set of learning hours and design a development plan that meets their professional development needs. We fully deployed our Leadership Development Program and Senior Consultant Learning Plan, and employee feedback confirms we are on the right track. More recently, employee suggestions led to the creation and implementation of a formal mentoring program.

We also offer robust benefits, including:

- 4 Weeks of paternity leave
- Medical premium credit for participation in our ""Bravo"" wellness program.
- Domestic partner benefits to same-sex and opposite-sex partners.
- Accident and critical illness supplemental coverage.
- Identity Theft Protection Services
- Dependent care flexible spending account.
- Supplemental individual disability insurance based on total compensation.
- Adoption Financial Assistance - up to \$5000.
- Tuition Reimbursement "

Smartronix

www.smartronix.com

For Profit

Consulting/Professional Services, Technology

250 or more US 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. Ten 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. Onboarding - our retention starts with our recruiting culture. We know that candidates have many choices and we work hard to ensure Smartronix is the employer they chose. It doesn't stop at a signed offer letter. We have a well coordinated onboarding plan which starts with paperless new hire documents! We rolled out RedCarpet as a technology enhancement so our employees can complete all of their new hire documents while on the go. Behind the scenes, all of our corporate departments and hiring managers have a coordinated process to ensure the new hire's expectations are set for their first day and beyond. We documented all of the intertwined responsibilities and conducted a training for all involved. The hard things – business decisions are hard since they most often times involve 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 regularly involved with decisions that impact our employees. 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 other’s 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 it while on vacation with their family rather than staying back at the office. Family. Flexibility. Smartronix.

Social & Scientific Systems, Inc.

www.s-3.com

For Profit

Consulting/Professional Services

250 or more US employees

SSS views leadership development as an ongoing journey. After our core training, which consists of up to four modules and a graduation ceremony, employees are then placed into smaller group to focus on their individual leadership development goals. These more intimate groups regularly meet to provide peer-to-peer guidance and support. SSS also focuses on project management by providing incentives to staff with 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).) SSS purchased access to online courses that qualify staff towards meeting the educational requirements of the certification. Additionally, to help employees with personal development, SSS offers online course access to a plethora of topics ranging from to Interpersonal Skills to Microsoft Office to Project Management Essentials. This online approach to staff development allows SSS to strengthen overall skills and capabilities while investing in our staff's personal development.

Soltesz

www.solteszco.com

For Profit

Consulting/Professional Services

50 - 249 US employees

Soltesz, Inc. concentrates on providing as much support to employees with regard to many things: building morale and doing our best to make sure employees are satisfied; providing and supporting professional and technical training; and tapping into many resources to recruit and find top talent. From a Human Resources perspective, Soltesz recognizes that all employees are its clients, and as such, we are focused on providing the best customer service we can when it comes to benefits. As an organization, we are continually looking for ways to promote a positive and fun work environment. We promote and support spot awards; have periodic employee raffles in which we give away tickets to local sporting events or local festivals or concert events; consistently evaluate our employee benefits package and compare with our competitors; have office picnics, crab feasts, pig roasts, parking lot barbeques, and chili cook-offs; and promote an environment where ideas are encouraged and rewarded. From a training perspective, we have two very comprehensive in-house programs in place: one is focused on computer technical training, offering over 25 different classes; the other is focused on Professional Development, with over 50 classes open to all employees. We also bring in outside consultants who focus on particular areas of expertise three to four times throughout the year. Our goal is to keep our

current employees educated and happy, and to recruit and retain the best qualified candidates to join our team. Finally, in order to maintain competitiveness and to award dedication and hard work, Soltesz continues to implement new policies, such as a formal flex time policy and an overtime pay policy for exempt production staff. Our employees are our most important and valued asset and we want to be sure to provide the resources necessary to enable them to succeed and further develop their personal and professional skills, and to enhance their careers and the firm's quality of service.

The American Speech-Language Hearing Association

<http://www.asha.org>

Nonprofit

Association, Health Care, Professional/Trade

250 or more US employees

We strive to assure ASHA staff have experiences that are within a defined range of what's desired independent of what teams the staff work with. It's important that teams have a clear sense of mission and purpose, team members share a common mindset about what needs to be accomplished and they are committed to it, and leadership is well matched and aligned with the team's needs. Below are the characteristics that define healthy teams at ASHA: Team members demonstrate healthy behaviors and have a collaborative approach to work: * The team intentionally uses explicit group norms to facilitate constructive interactions. * Conflicts are recognized and addressed. * The team members treat each other with respect. * Communication is frequent, informal, interactive and multi-directional. People feel well informed. * The team has internal and external accountability and reliability. People on the team demonstrate healthy attitudes and respect toward one another: * The team is open to new ideas and experiments with new ways of doing things. * There is a sense of camaraderie and optimism. * There is a high degree of trust that others will do what is right for the team and one another. The team makes time for evaluation and reflection: * The team systematically collects information and uses it to set team goals. * Time is set aside for reflection and learning. * The team measures and benchmarks the impact of the work they do. The team has the collective skills to get the job done: * The team has the necessary collective skills to get the job done. * The team employs structured approaches to make important decisions. * The team uses a deliberate process for hiring and onboarding.

The Emmes Corporation

www.emmes.com

For Profit

Biotechnology, Research

250 or more US employees

Survey data from employee engagement tools such as Gallup as well as the themes from Emmes' prior SOAR teams, revealed opportunities existed to improve workplace communications including more transparency to the Emmes decision-making process, more context about decisions that are made, and the need for additional communication tools or training. Emmes leaders have recognized the need to build a strong employee communications program that will serve the company's needs now and in the future without being too formal or formulaic. As a result, a corporate communications plan was created

that reinforced that employee communication is a key role for company supervisors, managers and executives and help them be effective transmitters and translators of information; promoted mechanisms that encourage two-way communication between leaders and employees and provide timely, active responses to the feedback received; and provided consistent, transparent and timely information through multiple channels, so that employees feel “in the know” and equipped to make well-informed decisions. Activities identified and undertaken in 2017 include: - Build upon the existing strengths of the EmmesU principles of management training program and enhance the leadership communication component of these courses. - Improve the existing strong foundation of Emmes’ internal meetings to make them more effective internal communication vehicles and to bring clarity to what attendees should communicate with their employees - Create a new Emmes corporate meeting, to be held monthly, to which all supervisors across all research areas and departments are invited to fill the communications gap between executive leadership and line management - Investigate technical capabilities of the Emmes Intranet to enhance the existing supervisor news and information portal - Promote mechanisms that encourage two-way communication between leaders and employees and provide timely, active responses to the feedback received. - Provide consistent, transparent and timely information through multiple channels, so that employees feel “in the know” and equipped to make well-informed decisions. As a result of these activities Emmes encourages ongoing, candid feedback from employees; generates ideas on ways the company can improve and grow; gives employees a better understanding of Emmes and the rationale behind decisions and changes; builds trust in leadership; helps supervisors become more active and successful communicators; and builds employee engagement.

The Humane Society of the United States

www.humanesociety.org

Nonprofit

Animal Advocacy

250 or more US employees

Our largest perk for many employees is our PIWP or Pets in the Workplace Program which allows each employee to bring up to two pre-registered dogs to work with them on a daily basis. Buildings are equipped with dog run and play areas as well as doggy pot stations and some conference rooms are set up to allow dogs. Events for dogs, dog owners and fans of the program are held several times a year to keep participation and engagement high.

The National Center for Children and Families

www.nccf-cares.org

Nonprofit

Social Services

50 - 249 US employees

Our insurance brokers have confirmed that NCCF provides its staff one of the most comprehensive packages of employee benefits in the DC metro area. We have also made these benefits affordable by NOT increasing employee health insurance premium rates in the last 2 years. We constantly survey our

staff to ensure that the benefits offered are meeting their needs. This year we began issuing annual Total Compensation Statements to staff outlining the financial value of these benefits. In most cases, the total cost of benefits represented 25-38% of an employee's base pay! We have a thriving wellness program in place that provides educational sessions on topics that best meet the needs of our staff. Over the past year, these have included Lunch and Learn seminars for nutrition, financial intelligence, yoga classes, biometric screenings, flu clinic, aromatherapy, and financial planning. Our free, onsite cafeteria employs a whole foods chef who prepares a daily healthy lunch for all employees on campus. Our commitment to healthy employees and their families also includes the week off between Christmas and New Years without using employee accrued vacation leave. We also insist that staff use their vacation time throughout the year. Additionally, we take great pride in our low turnover statistics, long term diverse staff, flexible work options and many opportunities for promotion and professional growth.

United Educators

www.ue.org

For Profit

Insurance

50 - 249 US 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 career development program which provides employees with the tools and knowledge to understand what drives their career fulfillment. We ensure that a shared understanding of company values is modeled from the top, provide regular communication at all levels about company strategy and performance, conduct engaging social events, and provide respect for work-life balance, as evidenced through a generous leave program and flexible work options. In 2017, we initiated a change management effort which included the creation of a cross-functional change management task force to help employees adapt to changing technologies and strategies. We also brought in a consultant to help all staff understand the natural cycles of change and how to support each other through the change process. The executive team worked closely with the change management consultant to align with the effort, especially in response to the afore-mentioned pulse survey. As the company continues to grow, we value the staff that will ensure the future success of UE.

University of Maryland Charles Regional Medical Center

www.charlesregional.org

Nonprofit

Health Care

250 or more US 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 Classes 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 a 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.

Vaco Richmond

www.vaco.com

For Profit

Professional/Trade, Staffing

1 - 49 US 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! Every year our office splits into two competitive teams who set sales goals. The team 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 work-spaces and teleworking. Our office space unifies coworkers while maintaining a high standard for performance. Our open cubicles and collaborative work-spaces encourage communication, equality, and teamwork. Vaco Richmond is a strong supporter of employees' personal passions. Over the years, Vaco has participated in multiple charity events, supporting illnesses and organizations directly related to individual employees and their families. We have participated in Alzheimer's Association walks, Comfort Zone Camp, Angel Tree charities, donated clothes to children in the Richmond area, made kits for the homeless, 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 pumpkin carving competition/chili cookoff, a trip to Bush Gardens and a Friendsgiving potluck!