

employees to raise concerns anonymously, including a 360 degree review process. "I enjoy the access to managers at all levels of the firm, the value the firm places on its employees, the ability to effect change, and its promotion and compensation program which rewards good performance," says one employee.

SURVEY HIGHLIGHTS

- An Employee Relations Group provides a communication channel for employees seeking advice or assistance about sensitive issues related to their job or work environment.
- The company offers its employees out-of-the-norm perks, which include \$360 in wellness expenses covered annually, free milk and VIP tickets to special events.

LARGE COMPANIES

Comcast

Comcast employees don't just work for the company, the company also works for them. Beyond offering free digital cable, high-speed Internet and discounted phone services, Comcast employees are offered competitive wages, top-of-the-line health benefits and educational opportunities.

And its not just employees with longevity who are privy to these benefits; new employees receive 28 paid days off during their first year, which includes holidays, vacation and flex time. And with rising fuel costs, many Comcast employees are smiling knowing that their commute isn't costing them a penny; the company maintains a fleet of more than 430 vehicles that eligible employees can use free of charge.

As one employee puts it, "Comcast has been a great company. Not just for the free Internet and cable TV I receive, but also for the atmosphere and the camaraderie I share with my co-workers. The management team also shows a vested interest in my development within the company. I see myself working a long time with Comcast."

SURVEY HIGHLIGHTS

- The company has a 24-hour fitness center and enables each employee to participate in Weight Watchers at no cost.
- The company offers a WellnessNow program, which aims to help employees deal with stress, health concerns, depression and weight management among other issues.

SelectHealth

Employees cite flexibility and growth opportunities as the top reasons they enjoy coming to work at SelectHealth each morning. "Opportunities for growth and development are what keep me here," says one employee. "I am challenged every day. I learn something new every day."

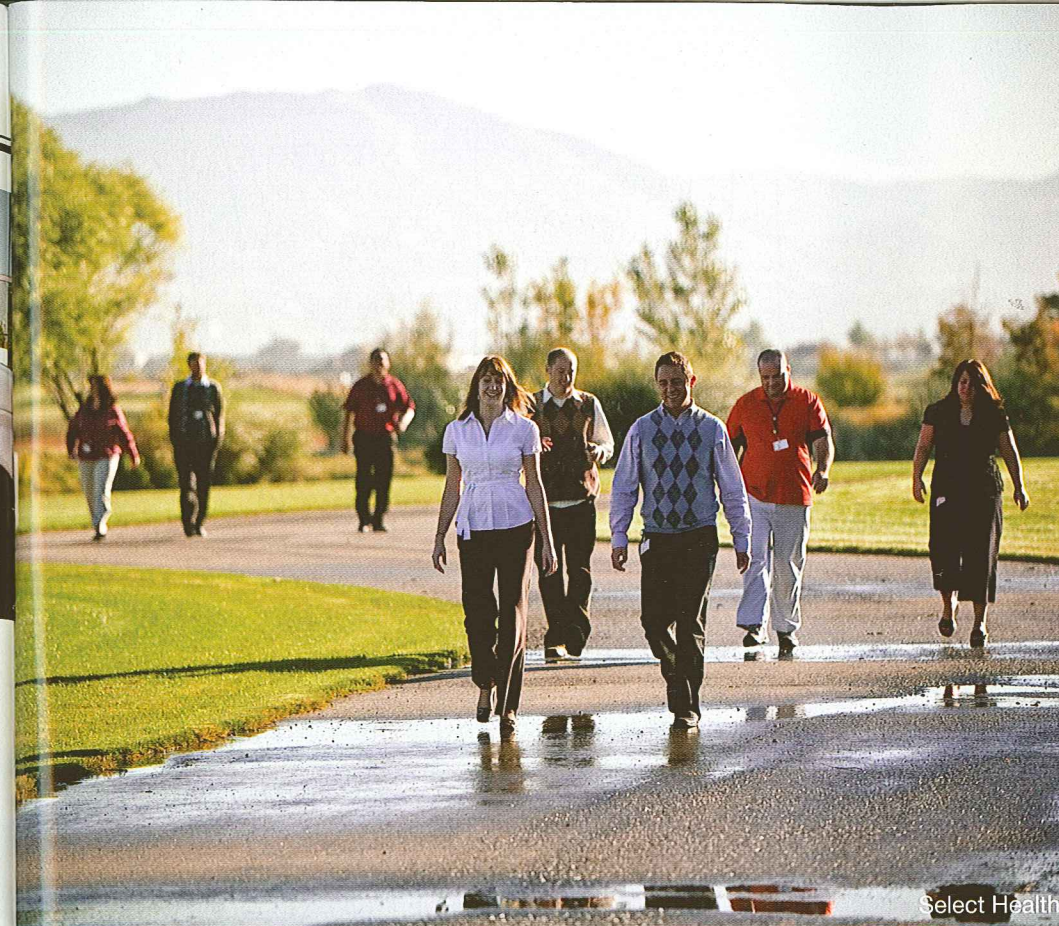
Another employee adds, "We focus on getting the job done



and not just putting the hours in and they enhance our sense of professional achievement and value us rather than just being another warm body occupying a seat." While the company aims to help their employees achieve professional goals, the company also works to keep its employees happy and healthy outside of the office; in fact, all employees receive health insurance benefits. "I enjoy the opportunity to work for a company that truly values its employees," says another employee. "All I can say is thank you for the opportunity to work for a great company!"

SURVEY HIGHLIGHTS

- Employees are vested in a pension plan after five years of service.
- Through Intermountain University, employees can take a variety of personal interest classes, such as money management, parenting tips and feng shui decorating.



For example, when management received results from an employee focus group, in which employees suggested that more company events, environmentally-friendly practices and flexible schedules or telecommuting would effectively engage the workforce, the company took action, launching a green initiative and approving flex-time and telecommuting schedules.

SURVEY HIGHLIGHTS

- The company has an employee appreciation week, providing employees with free massages and special activities throughout the workday.
- The company also provides an Employee Advocacy Program (EAP) that helps employees with referrals to counseling services and assistance with questions related to child care, parenting and school programs.



Mountain America Credit Union

Mountain America Credit Union (MACU) recognizes employees may be nervous on their first day at work, so they provide lunch for new hires hosted by a member of the executive staff.

"Throughout the [employee's first] week there are additional opportunities to meet with members of our executive staff," says Marshall Paepke, senior vice president of Human Resources. "During a meet-and-greet, senior staff members share their stories of career success. Since we have several executives who worked their way up from the position of teller, this is very motivating and supports our philosophy of promoting from within."

MACU's commitment towards investing in leaders led to instituting their own apprentice program in which leaders have the opportunity to join cross-functional teams and research and present solutions to various credit union issues. Kristina Anderson, internal communications manager, also says that in addition to encouraging work opportunities, they also give opportunities for "play," as well.

"Our live-work-play motto helps frame the many activities we do to help encourage employees to strike a positive balance between work and home," she says. "Our family Bees night had over 900 employees and family members [in attendance]."

SURVEY HIGHLIGHTS

- A company self-funded, short-term disability program and company-sponsored wellness events.
- Employee access to an online university with career enhancing modules including computer skills and conflict resolution. **UB**

CHG Health Care Services

At CHG, putting people first isn't just the company's philosophy, it's integrated into every aspect of the company. "Putting people first is real, it helps the growth and development of employees and leaders," says one employee. "I've been developed more at this company than anywhere I've ever worked before. They really focus on growing their employees." Because CHG executives believe that there's nothing more important than helping employees professional and personal growth, more than 80 percent of the company's leaders were promoted from within.

The company also considers communication--sincerely listening to its employees--central to the company's success.