



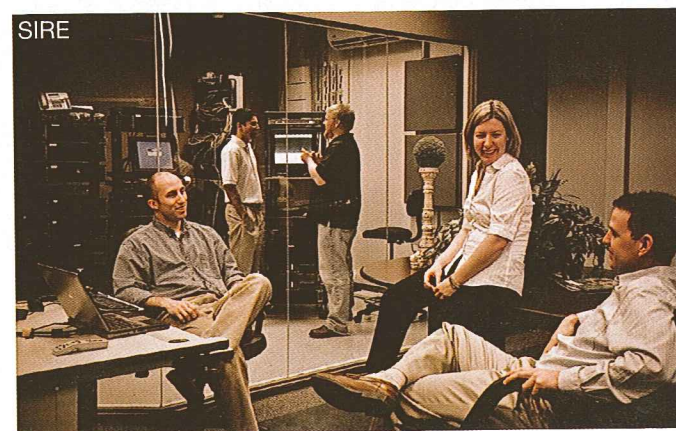
Utah Food Services

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Utah Food Services (UFS) employees are considered part of a growing family. As one employee says, "Utah Food Services is a great company to work for. I've been in the business for 33 years and never worked where I felt that my family comes first. Never has there been an issue if I need a day off or an emergency occurs and I need to leave. They support everything I do."

And just as a family is ready to offer care and support, at Utah Food Services, employees are always given the first consideration. To help employees grow, the company pays for training in any necessary area for the employee to complete his or her job and almost always promotes from within. And besides the usual benefits, the company provides meals to workers at only \$1 a day and also allows employees to take food home for their families.

"[Robert Sullivan, CEO and president] takes care of his employees, from profit sharing to meals at each shift provided to the staff," says one employee. "Management also does all possible to ensure a safe and productive work environment. UFS truly is a family."



SIRE

SURVEY HIGHLIGHTS

- The company works with TURN Community Services to offer individuals with disabilities jobs in the company; the company also aids their rehabilitation.
- Employees are frequently given bonuses during the company's numerous busy seasons.



Worker's Compensation Fund

MEDIUM COMPANIES

Marriott Vacation Club International

Although employees at Marriott Vacation Club International, the timeshare ownership division of Marriott International, can also work at home, many choose to come into the office anyway.

"A certain number of slots are made available each year and we always have more openings available than associates who want to work at home," says Ron Essig, vice president, global owner products and services for Marriott. Maybe that's because all employees have their own, non-traditional, linear workstations they can personalize to feel more at home, and both the workstations and chairs are ergonomically correct and can be adjusted.

Employees might also like working at the office because they can utilize their Guarantee of Fair Treatment policy (GFT), the oldest policy at Marriott (established in 1927) that states no manager is too busy to hear what an associate has to say.

SURVEY HIGHLIGHTS

- 12-week, on-the-job paid training program for new hires.
- Cross training, job shadowing, free e-learning online classes, benefit and health fairs and tuition reimbursement up to \$5,000 per calendar year.

Worker's Compensation Fund

At Worker's Compensation Fund (WCF), dealing with problems is not a problem.

"Employees are encouraged from the very top to make decisions that are in the best interest of the customer and not to worry about making mistakes," says Peggy Larson, senior vice president of marketing. "Our CEO has commented that there is no decision any of us could make that would cause the company to go broke."

WCF's claims department is set up in teams including marketing, safety, auditing and underwriting experts that work together to handle claims, questions and problems. A team is assigned to each customer so that the various components work together to handle the customer's needs.

While WCF employees work to solve customer's problems, the company covers their own by requiring all employees to take a one week vacation and making time off for personal needs easily available. Also, some employees work from home, are on four-day work schedules or job share.

SURVEY HIGHLIGHTS

- Optional health coverage plans such as cancer policies.
- In-house safety and ergonomics personnel that work with employees having problems or needs.