



2014 Frederick County “BEST PLACES to WORK”

August 5, 2014

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FREDERICK COUNTY GOVERNMENT
COMMUNITY DEVELOPMENT DIVISION
Business Development and Retention



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Welcome



2014 Frederick County Best Places to Work Awards Reception

Thank you to our sponsors



**Dr. Harvey Levy &
Associates, PC**



Thank you!



Frederick magazine

Goodloe Byron



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2014 Frederick County “BEST PLACES to WORK”



2014 Frederick County “**BEST PLACES to WORK**”



CRITERIA included promotion of:

- 1. An enhanced workplace culture**
- 2. A strong professional development program**
- 3. Benefits and amenities to support work-life balance**
- 4. The encouragement of community and social responsibility**
- 5. Tools for healthy living**

Congratulations to ALL of the 2014 FINALISTS



Swift Systems, Inc.

U.S. Army Garrison, Fort Detrick

Hood College

Essential Systems Solutions, LLC

Orases

**Allied Technologies and
Consulting, LLC**

U.S. Silica

Experient Inc.

Leidos Biomedical Research, Inc.

First United Bank and Trust

Frederick County Bank

AstraZeneca

**St. John Regional Catholic
School**

Buckingham's Choice

Mosaic Power

Regent Education

Aspen Grove Solutions

**Mount St. Mary's University-
Frederick Campus**

**Battelle National Biodefense
Institute**

Community Living, Inc.

Way Station, Inc.

Frederick County Public Schools

Congratulations to ALL of the 2014 FINALISTS



Canapés Catering, Inc.

Nymeo FCU

Microbiology International

American Association for Laboratory

Accreditation (A2LA)

Cintas

The Plamondon Companies

Wright Manufacturing

Jean Peterson Design

CELEBREE Learning Centers

Natural Lawn of America

Visitation Academy

Two Frogs Healing Center

BioStat Solutions

Keeney & Basford P.A. Funeral Home

2014 Frederick County
“BEST PLACES to WORK”
Honorable Mention

CATEGORY:
SMALL BUSINESS
1-10 Employees





Jean Peterson Design



- **Close offices early on Fridays to allow employees to get “an early start on the weekend spending time with friends and family”**
- **Extensive opportunities for community involvement**
- **Allow employees use of company resources and tools to do volunteer work**
- **Very low turnover**

2014 Frederick County
“BEST PLACES to WORK”
WINNER

CATEGORY:
SMALL BUSINESS
1-10 Employees





- **Family owned, certified veteran small business**
- **Leadership and community involvement**
- **Swift flexible health spending card**
- **Extensive staff training and weekly Lunch and Learns**
- **5% of company revenue set aside for charitable donations**
- **Company picnics and BBQs**
- **Monthly meetings where employees contribute to corporate strategies**



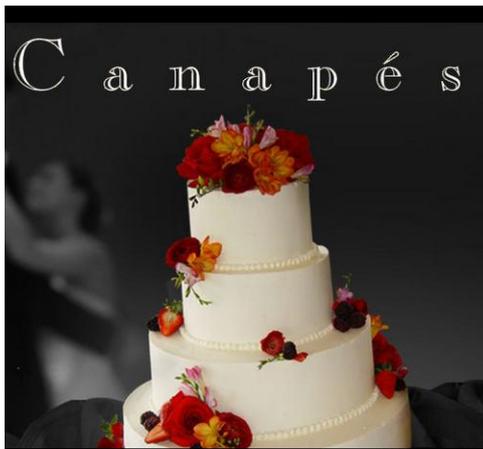
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2014 Frederick County
“BEST PLACES to WORK”
Honorable Mentions

CATEGORY:
MEDIUM BUSINESS
11-50 Employees





Canapés Inc.

- Low turnover
- Match for charitable donations
- Employee bonuses
- Telecommuting, flexible schedules
- Strong team environment and recognition
- Employee training & professional development opportunities
- Holiday parties

“I can’t say enough about the fine group of people that I have the pleasure to work with. They are my inspiration.”

2014 Frederick County
“BEST PLACES to WORK”
WINNER

CATEGORY:
MEDIUM BUSINESS
11-50 Employees





- Healthy food options – *“We like to keep our people fit!”*
- *“Family first”* philosophy – time off for family events, school events
- Ergonomic office space, standing desk options
- Gym time and lunch with the boss
- Special events, including sailing
- Professional development and leadership development
- A registered Green Maryland Company
- Employee input in major decisions
- Annual cookouts
- Average tenure of employees is 6 years

2014 Frederick County
“BEST PLACES to WORK”
Honorable Mention

**CATEGORY:
LARGE BUSINESS
51-200 Employees**





- Collaborative workspace areas
- Flexible schedules and telecommuting options
- Monthly celebrations of successes in town hall meetings
- Sponsored gym memberships
- Healthcare for domestic partners
- Paid paternity leave
- Training and professional development

“A walk into our building is the best illustration of our commitment to diversity. Our employees represent a very diverse mix and it is part of what makes up both successful and a great place to work.”



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2014 Frederick County “BEST PLACES to WORK” WINNER

**CATEGORY:
LARGE BUSINESS
51-200 Employees**





Battelle National Biodefense Institute

- Telecommuting, flex schedule, compressed workweeks
- 16-26 paid time off days a year
- Paid professional development and employee training
- Significant tuition reimbursement options
- Open door policy and ethics hotline
- Mentoring program
- Healthcare for domestic partner
- Extensive community outreach and charitable activities:
 - STEM education donations
 - Donation of 7,000 backpacks for local school children

*“The reason I am nominating my employer as the “Best Place to Work” in Frederick County can be summed up in one word:
Leadership.”*



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2014 Frederick County
“BEST PLACES to WORK”
WINNERS

CATEGORY:
MAJOR BUSINESS
200 or MORE Employees





- Primary core value: “First Take Good Care of Each Other.”
- Over 100 employees with over 10 years of tenure
- Charitable initiatives, sponsor local needy families during the holidays
- Creative workspace environment – including maternity room, onsite cafeteria, huddle rooms and meeting spaces all designed by employees
- Generous paid time off, 100% reimbursement for certifications
- “Office Olympics” and other company sponsored events
- Adoption assistance
- “Women in Leadership” program

“Experient is a great organization. It values and respects its employees. Leadership cares about the employees.”



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U.S. Army Garrison, Fort Detrick



- Healthcare
- Retirement and Pension plans
- Flexible spending
- Demonstrated commitment to employee volunteerism
- Gym memberships
- Onsite childcare, wellness and financial planning programs
- Employee reward and recognition programs
- Mentorship and employer sponsored training

“Fort Detrick works to build a compassionate, people-valued community through open communication, teamwork, partnerships and the delivery of outcome-based services.”

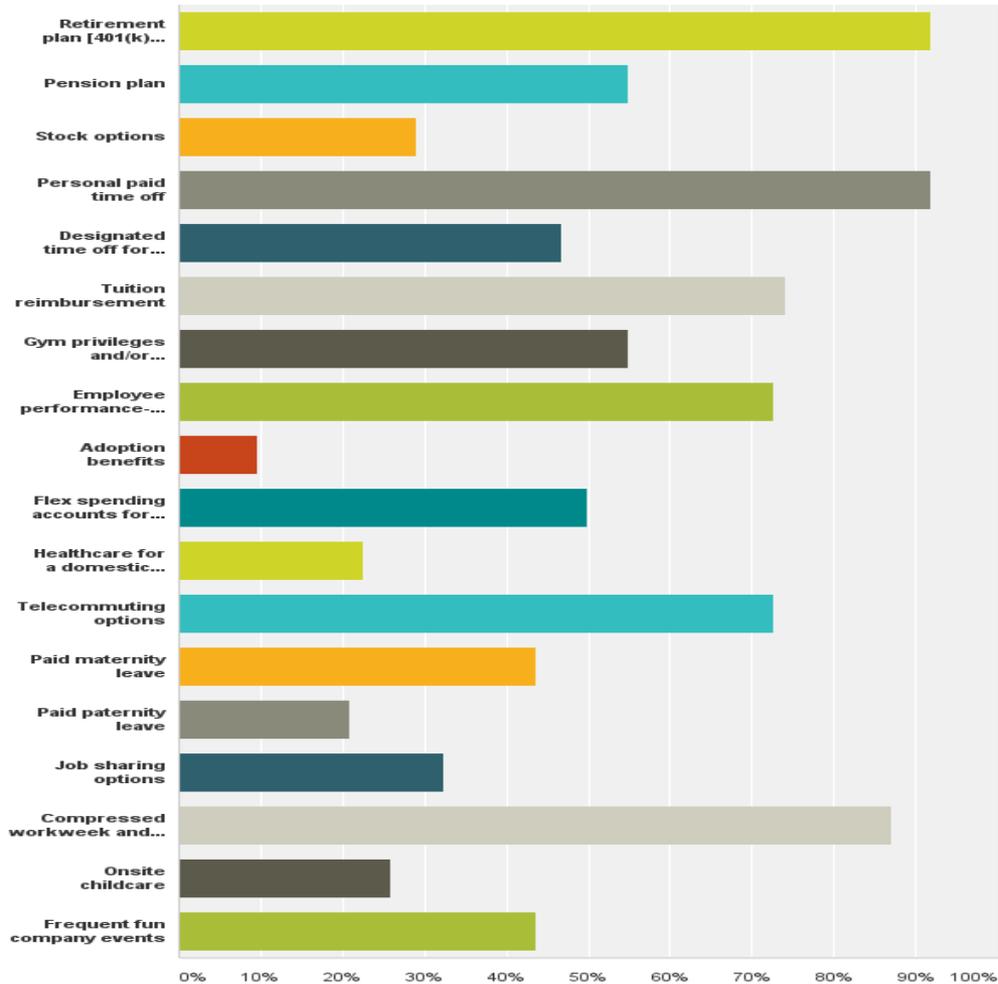
2014 Frederick County
“BEST PLACES to WORK”
Peoples’ CHOICE Award



Peoples' Choice Criteria

Q1 If you could create your own ideal benefits package, which of these unique employer benefits would be in your top 10 choices? Please select 10 options only.

Answered: 62 Skipped: 0





- **Generous benefits**
- **Telecommuting, Flexible schedule, compressed week**
- **Onsite childcare**
- **Pension plan and retirement match plan**
- **Tuition reimbursement**
- **Paid maternity and paternity leave**

“When you work at St. John Regional Catholic School you do not just have a job, you are adopted into a family. Our staff and teachers have a dedication to our future leaders and put their ALL in everyday!”



2014 Frederick County
“BEST PLACES to WORK”

NEW for 2014:
Most Creative Workplace





- **ROWE philosophy: Results Only Work Environment**
- **Unlimited paid time off, employees make own schedule**
- **Onsite wellness program and gym**
- **100% company sponsored training**
- **Employee autonomy**
- **2013 recipient of Alfred P. Sloan Award for Excellence in Workplace Effectiveness and Flexibility**

“In a ROWE, people focus on results and only results, increasing performance while cultivating the right environment for people to manage the demands in their lives- including work.””



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Congratulations to the 2014 BEST PLACES to WORK in Frederick!

