



When Work Works Kentucky

2009 Alfred P. Sloan Awards for
Business Excellence in Workplace Flexibility
2009 Honorees



about When Work Works Kentucky

When Work Works is a national initiative that highlights the importance of workplace flexibility as a business strategy that helps both employers and employees succeed. It is funded by the Alfred P. Sloan Foundation and spearheaded nationally by a collaboration of the Families and Work Institute, the U.S. Chamber of Commerce's Institute for a Competitive Workforce and the Twiga Foundation. When Work Works has two components: educating employers about workplace flexibility and recognizing employers' best practices through the Alfred P. Sloan Awards.

In 2009, Kentucky was selected as one of only 3 states to take When Work Works statewide. University of Kentucky's Institute for Workplace Innovation (iwin) led the statewide initiative alongside Greater Louisville Inc., which led the Louisville area.

In 2010, over 26 communities are participating including 5 states. These include: Houston, Texas; Chicago, Illinois; Seattle, Washington; Georgia; New Hampshire; Michigan; and, Arizona. Kentucky is proud to be participating in this initiative among these prestigious communities.

flexibility in many forms

Businesses use flexibility in many forms and practices can vary based your business. Some forms include:

- flexibility in scheduling such as a compressed work week or shift flexibility
- flexibility in amount of hours worked such as reduced work schedule or job-sharing
- flexibility in the place of work such as telecommuting
- time off from work for short or extended periods
- career maintenance and re-entry such as phased retirement, or leaves of absence

Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility *2009 Kentucky Honorees*

Analysts International

Analysts International Corporation has been providing IT solutions to clients for over forty years. The company says its people, and their passion for technology, are its single most important asset, and that it believes all people have a fundamental desire to connect with others and continuously improve the quality of their work. It puts these beliefs to work by harnessing all the new technologies to allow employees to do their best work whenever and wherever it suits them—and sees a positive impact in terms of increased productivity and employee satisfaction.

Anneken, Huey & Moser, PLLC

How many accounting firms do you know that include “having fun” in their mission statement? Well, that’s part of Anneken, Huey & Moser’s mission, spelled out in black and white right on their website. Whereas accounting firms are typically known as having rigid work places, this firm is very flexible, with half days off on Fridays in the summer, an “escape weekend,” two extra holiday days off and fun days in tax season. Employees have flexible scheduling and the ability to work from home—if there is a sick child or elderly parent who needs care, for example—and the friendly atmosphere in the office helps the staff deliver an excellent product to tax and audit clients.

Anthem Blue Cross Blue Shield

Anthem Blue Cross Blue Shield considers its flexible work environment as a key reason behind the company’s continued success. The company recognizes the demands of the 21st century workplace and is committed to providing an atmosphere that enables associates to succeed professionally and personally. More and more employees are requesting a flexible work arrangement to help them manage financially (by saving on commuting expenses, for example). Management offers flexible work hours, part-time or reduced work hours, compressed work weeks, job sharing, and telecommuting. Anthem also strives to retain experienced workers and engage younger workers through a variety of programs. Older workers can phase into retirements, work reduced hours or work part-time after retirement, for example. All employees can use the onsite gym and wellness programs and participate in community service activities. Anthem has seen a reduction in voluntary turnover as a result of these initiatives. The company’s focus on an effective work environment helps keep employees engaged and fosters teamwork.

Association for the Advancement of Sustainability in Higher Education

The Association for the Advancement of Sustainability in Higher Education (AASHE) is an association of colleges and universities working to create a sustainable future. It does this by providing resources, professional development, and a network of support to promote sustainability in everything from governance and operations to education and research. AASHE works hard to balance the unique needs and situations of its staff members. It wants to hire the best people it can—and if that means some of them work at home the majority of the time or work on a flexible schedule, that’s not a problem. Employees are self-driven and help lead and shape their own careers at AASHE. And the little things matter too: the organization has a pet friendly policy and finds that pets helps lighten the mood and cheer folks up who may have had a rough morning.

A Speaker for You

A Speaker for You wants its employees to think like entrepreneurs. The Louisville event-planning company believes no team member can be successful unless the larger team wins, and extends its people breaks that the average company would not offer. Trusted employees can set their own schedules, take days off and schedule vacation days. “We have found that giving this kind of freedom to employees brings enhanced rewards to the company,” says President Tim Green. Employees have proven trustworthy over a long period of time. “That is why we continue to grow.

Benefit Insurance Marketing

Established in 1980, Benefit Insurance Marketing now serves more than 600 employers, providing solutions to workforce and benefit challenges for more than 40,000 employees and their families. BIM believes it has achieved this growth by empowering employers to act on the inherent recognition that their employees are truly their most valuable resource and by demonstrating that same value within its own ranks, providing as much flexibility as possible to support employees in their work and in their personal lives. BIM offers full- and part-time work-from-home arrangements and flexible schedules, and office hours start 30 minutes later than usual so employees with school-age children can drop them off before coming into the office. Comprehensive wellness programs—with exercise equipment provided onsite for use during the workday—help employees stay healthy without cutting into time with their families.

Bottom Line Systems, Inc.

Bottom Line Systems provides collection services for hospitals, physicians and other health providers. The company gives its employees lots of flexibility and offers the same pro-rated benefits to part-timers working 20 hours or more as it does to full-time employees. Like many good employers that have used flexibility creatively to respond to the economic recession, BLS has helped employees in different ways—from letting them work a compressed workweek when gas prices skyrocketed last year, to letting them reduce hours or change work schedules in order to save on child care costs. Employees whose spouse lost their job could add them to the company's medical, dental and life insurance plans, since BLS allows coverage of all family members—and this saved a lot of money for families who would otherwise have paid high rates for COBRA insurance to make up for the lost coverage.

CDP Engineers, Inc.

Founded in 1989, CDP Engineers, Inc. has grown from a two-person office to over 50 qualified professionals in offices located in Lexington and Cincinnati. CDP is happy to receive the Sloan Award as a celebration of its 20th year in business and says the award affirms its core principles of providing a balanced work-life environment for its employees and their families. The owners say: "Our philosophy has been to offer a flexible work atmosphere that supports personal activities while maintaining a sustainable business model." CDP has a strong intern program that offers young professionals the opportunity to work around school schedules while learning about a wide range professional tasks. Mindful of its environmental impact, the company also encourages staff members to carpool or bike to work.

Central Baptist Hospital

Healthcare is one of the most fast-paced, demanding careers imaginable, so Central Baptist Hospital employs flexible policies to make sure its employees' time away from work is as rewarding as their careers with the hospital. To achieve the most effective work-life fit, some employees telecommute, others work a compressed workweek schedule and still others take advantage of varying shift options. These flexible policies not only help employees with family responsibilities but also make it possible for many to continue their educations. All of Central Baptist Hospital's innovative strategies are designed with patients' needs as the utmost priority, keeping in mind that satisfied employees perform to the best of their abilities and provide the highest quality health care possible.

Deming, Malone, Livesay & Ostroff

Louisville's largest CPA firm, DMLO offered flexible schedules long before such arrangements were widely used in other organizations and credits that decision with its success retaining clients and growing revenues. DMLO maintains consistent client service teams by letting CPAs reduce their hours when their families are young, bringing them back to full time when their children are older and offering extended work arrangements for people looking toward retirement. One third of DMLO employees now maintain their career goals while moving from full to part time and back to full time again— and when gas prices started going up, even full-time staff began compressing their work into fewer days or working from home. The only requirement is that the bulk of the midweek is fully staffed and that there are individuals at key posts for all the normal work hours. The firm has stayed busy through the economic downturn and has even added staff to be ready for tax season. It allowed some individuals working flexible schedules to step up to full time to overcome the income gap left when a spouse's work was cut back. In addition to all this, DMLO encourages its people to participate in charitable walks and other community events including during work hours.

Disabled American Veterans (DAV)

Disabled American Veterans was founded after World War I to care for disabled men returning from the war and it has been dedicated to building better lives for disabled veterans and their families ever since. The organization believes that offering workplace flexibility is just one way it can help employees provide the best professional work product and services available anywhere to those they serve. The compressed work schedule has been the DAV's most popular initiative, and is now used by 50% of employees. 42% of employees surveyed about the compressed schedule said their personal work production had remained about the same as when they worked a traditional schedule, and 54% said their productivity had actually increased. Some people also work from home or remotely on an as-needed basis. Employees can volunteer their time during work hours, and when members of the Armed Services leave for active duty the DAV makes up any difference in wages between their active-duty pay and what they earn at the DAV.

Ernst & Young, LLP

Ernst & Young is a global leader in professional services, and its people can sometimes work long hours serving the firm's clients. How do they manage a dynamic career with life outside work? Ernst & Young has made an aggressive effort to help with a program called My Journey. Designed for parents, the initiative includes three-month fully-paid maternity leaves for mothers, in addition to any vacation time they've accrued, and two weeks of paid leave for fathers (six if they are the primary caregiver.) Back-up child care and elder care are available in all locations. If an Ernst & Young professional chooses to stop working after having a child, the firm stays in touch—through a mentor selected by the employee to remain in contact after his or her departure; a Working Moms network provides support for those who have returned. The response to these policies has been outstanding. Nearly all employees who are eligible take the full leave offered to them, and retention rates are the same for men and women today, whereas ten years ago women were leaving the firm at a much faster rate than men.

Frankfort Regional Medical Center

Frankfort Regional Medical Center has many great programs in place for its employees. It is particularly responsive to the different generational needs of today's workforce. Older employees are given lots of recognition and have great latitude to reduce their hours, change their responsibilities, phase into retirement, or come back to work after they have officially retired. They also get extra PTO time if they've been with the hospital for more than 20 years and the company makes higher contributions to their 401k's. As for younger workers? Think really young. The hospital already reaches out to kids in elementary and secondary school to plant seeds of interest in the health care profession, and invites teenagers to volunteer as "candy strippers." It also offers one of the most generous tuition reimbursement programs around, including tuition help and scheduling flexibility to pursue advanced degrees, which helps the organization "grow its own" in an industry that is short on trained professionals.

Girl Scouts of Kentuckiana

At Girl Scouts of Kentuckiana, some employees choose to work evenings and weekends, and that option benefits the organization, too, because these hours are exactly when volunteers and Girl Scouts tend to be available. The organization tells its employees that family obligations take precedence over work responsibilities, and it values the commitment this supportive approach engenders. Employees get paid time off days that can be used for illness, doctor appointments, family matters or vacation time, and employees are welcome to bring their children to work if their child care arrangements fall through. The Kentucky employer says it believes its workplace practices attract and retain strong candidates, and taps their best talents.

Greater Louisville Inc.

Greater Louisville, Inc. extends flexibility to all employees. GLI recently instituted a Working Remotely Agreement which gives all staff members the option to work from home at least one day a week. Each employee has a login for the terminal server allowing everyone the opportunity to login to their work desktop from any computer. Many staff members spend their day attending client meetings and events and over half of them have BlackBerries that allow them to have e-mail and calendar access while away from the office. GLI strives to create an environment that allows employees to be productive at home or at the office.

Harding, Shymanski, & Company, PSC

Harding, Shymanski & Co. says its core purpose is "to help our clients, our people and the firm be more successful" and the firm views success as encompassing both career and family life. Harding Shymanski has developed a standardized process for any employee interested in an alternative work arrangement. The employee outlines a business-based proposal that addresses opportunities and challenges and how success could be measured, and approval is based on his or her past performance as well as the department's needs and the feasibility of the business-based proposal. To support professional development of its staff, the firm offers any employee wishing to become a CPA a \$3,000 budget for training materials and exam expenses, and paid time off to take the exam; any money left in the training budget is offered as a bonus to employees who pass the exam.

Humana Military Healthcare Services (HMHS)

HMHS—Humana Military Healthcare Services uses the most advanced workforce management tools available, and its scheduling system gives employees plenty of advance notice and lots of choices in how they schedule their shifts. The organization uses software that allows employees to request the shifts they want and look ahead at their time off bank and request time away from work. Schedules are updated every 60 to 90 days and selections are based on seniority; all schedule changes are voluntary. The system also forecasts staffing needs ahead of time and makes it easier for supervisors to schedule phone calls and meetings with team members. Employees know their efforts are valued when the director personally handwrites thank you notes to anyone who receives a customer compliment, and high-performing employees are rewarded with prizes including iPods and Nintendo Wii's.

JC Malone Associates

JC Malone has its corporate headquarters in Louisville and branch offices in Kentucky, Indiana and Illinois. As an executive recruiting firm, it understands the importance of attracting and retaining top talent. And it does a great job of this, with the lowest turnover rate in the staffing industry and a 98% retention rate among clients, too. How does it keep top performers? By creating a "family atmosphere" that allows employees to grow and find their own niche within the company. And by giving employees the scheduling flexibility and the technology they need to be able to work outside the office if necessary.

Kentucky Employers Mutual Insurance (KEMI)

Kentucky Employers' Mutual Insurance (KEMI) has garnered many awards for its workplace policies and was ranked 4th in the top 50 profit leaders by National Underwriter. This success comes not from expecting employees to put work ahead of everything else, but rather from recognizing them as whole people who want to contribute to their families and communities as well as at work. Employees can take time during the workday to keep a business appointment, attend a child's school activity or sporting event, or volunteer in the community, and the organization has partnered with God's Pantry and the Ronald McDonald House to help those in need. KEMI also fosters wellness among employees and their families through a Wellness Program that encourages physical fitness, nutritional wellness, health screenings and community involvement.

Kentucky League of Cities

The Kentucky League of Cities serves as the united voice of cities in Kentucky by supporting community innovation, effective leadership and quality governance. Effectiveness and innovation are also the hallmark of its workplace policies, with scheduling flexibility and about 20% of the staff working primarily on a remote basis. Technology plays a key role in allowing employees to work flexibly: remote workers have laptops and BlackBerries and all staff members can log on to the secure website from any Internet connection. The site helps everyone work more efficiently, too, by allowing them to manage HR functions online such as tracking hours and submitting vacation requests. And while many organizations consider professional education and training an expendable expense, KLC considers it an important investment and requires all employees to get annual training in areas such as workplace issues, technology, career development, and management skills.

Lexington-Fayette Urban County Government

The Lexington-Fayette Urban County Government has instituted a flex time policy that clearly states how flex time can be used, and it provides training to make sure that all employees and supervisors are familiar with the policy. The city government promotes flexibility in an effort to create a better workforce, knowing that employees who feel that they have a supportive employer are more committed and engaged at work. With many folks feeling squeezed by the recession, the government has offered "lunch box" sessions to help its employees think through financial issues and explore ways to take charge of their personal financial situation.

Lexmark International, Inc.

Since its inception in 1991 as an IBM spinoff, Lexmark has become a leading developer, manufacturer and supplier of printing and imaging products and services, reporting \$5 billion in revenue in 2007. Lexmark says it is committed to embracing diversity and supporting employees in their lives at work and outside the office, and the company lets people work at home, telecommute or alter their work schedule. Career flexibility enables men and women to take a leave or work part-time if they need to attend to family care issues or want to pursue their education. They are welcome to return later to the company or go back to a full-time schedule. Lexmark offers child care and elder care, adoption assistance and lactation programs. The company also supports employee well-being and environmental sustainability through a car pool system, telecommuting, reduced work-related travel and bike-to-lunch groups—and when gas prices soared in summer 2008, it even worked with the public transit company to add bus service for employees living in a popular outlying community. Lexmark actually calculates the metrics on miles saved and green house gases avoided through these steps, and helps employees measure how much they've reduced their carbon footprint. In addition, employees can exchange their own locally grown fresh produce, along with gardening tips and recipes, at a Lexmark farmer's market!

KiZAN Technologies, LLC

KiZAN Technologies is a high-end technology company, and its atmosphere fosters the use of technology to improve effectiveness and efficiency. Employees have remote access to servers and workstations from almost anywhere, and a Sharepoint portal allows employees to access everything from the time-entry system to benefit information to client information. Remote access and phone/LiveMeeting conferencing technologies allow employees to work and collaborate from any location. Smart use of all this technology means that employees can have tremendous flexibility in how, when and where they get their work done—as long as they are meeting deadlines and completing their work up to the high standards that are expected. Employees at KiZAN say they would have a hard time finding such a flexible workplace anywhere else.

Louis T. Roth & Co., PLLC

Louis T. Roth & Co. has experienced tremendous growth and enjoys one of the lowest employee turnover rates in its industry, with an average tenure of 11.5 years and many employees being with the firm for over 20 years. This high retention rate means the staff is more productive, better trained and more comfortable in the work environment, and better able to keep clients happy and loyal to the firm. All of this is accomplished through strong workplace policies, including generous benefits and paid time off, and both formal and informal flex policies that enable the staff to serve clients as needed without sacrificing family connection or community involvement.

Louisville Magazine

Louisville Magazine believes in finding the best possible candidate for a job and customizing their hours based on availability—instead of forcing them to adopt a traditional workday and thereby narrowing the field of candidates. Employees have the opportunity to compress work hours and to pick the starting and stopping times that suit them best. Kids and pets are welcome in the office. Not only does this approach result in happy, long-term employees, but the magazine gets numerous inquiries from folks who work for its competitors and who want to move to the friendlier workplace they've heard about at Louisville Magazine.

Lyndon Fire Protection District

Okay, so putting out fires isn't something you can call in for, and you certainly can't adjust your start time if there is an emergency to respond to. But that doesn't mean you can't take employee needs into consideration when scheduling shifts or making strategic decisions that reshape the department—and that is exactly what the Lyndon Fire Protection District does. Employees are also allowed to swap shifts with each other as needed and encouraged to use all their leave time and to take advantage of the department's Employee Assistance Program.

McCauley, Nicolas & Company, LLC

Employee turnover averages 20% in the accounting field. But for the past four years, McCauley Nicolas has kept its own rate down to 11%; in the past 12 months, its turnover has averaged 6.5%. The accounting firm, serving clients throughout Metro Louisville and Southern Indiana, gives its workplace culture a lot of the credit. Allowing employees "as much control over their time as possible" is considered "a priceless benefit," says CPA and Partner Kenny Adams. The firm is particularly supportive of the needs of employees with young children and encourages staff to give back to the community on company time. McCauley Nicolas offers onsite massages and flu shots, allows business casual dress and coordinates company events ranging from a family picnic to participation in an annual fireworks extravaganza. The company also has a formal mentoring program: each new team member is paired with a more experienced staff person who meets with his or her protégé regularly as a professional coach. In addition to these substantive measures, the company provides little things, too, like plenty of free food during the busy tax season. "Our employees know that we care about them," the representative explains, and, in turn, they "bring passion to their work," redoubling efforts for clients during tax season.

Mission Data

Mission Data knows that today we live in a world where bricks and mortar are not as critical for conducting business as they used to be. Though it's important to have a place for clients and employees to come and call "home," the technology company believes it is equally vital to give clients and employees the ability to connect and work using the latest technology. They should know: they develop custom Internet solutions for growing businesses, and this kind of work requires out-of-the-box thinking and creativity. Mission Data makes sure to live and breathe this creative ethos in everything the company does. Knowing that technology is really the key to flexibility, everyone has a laptop and is connected through Instant Messenger, e-mail, Twitter and Yammer and other innovations you haven't even heard of yet—like Basecamp and Highrise. Even the office setup fosters flexibility by providing different working environments—from oversized comfy chairs with table tops, to bar style seating where anyone can plug in his/her laptop, open offices and an oval conference room used by creative designers.

Mountjoy & Bressler, LLP

When Mountjoy & Bressler won a Best Places to Work in Kentucky Award in 2008 and again in 2009, one overlying positive theme from employee feedback was the flexibility that firm offers its employees in setting their work schedules and the importance it places on work-life balance. Mountjoy & Bressler offers flexible working arrangements and a culture of growth and opportunities for advancement—including continuous training, a mentoring program, and involvement of younger employees in on-campus recruiting. As one employee said, “The biggest plus I see is that management treats each individual as a professional. Staff members are not consistently monitored on a day-to-day basis, but are evaluated instead on output.”

Potter & Company

Founded in 1918, Potter & Company today provides accounting services to clients ranging from multinational corporations to small businesses, and though it is not a large company, it prides itself on offering many of the best incentives its bigger competitors use to retain staff. Employee satisfaction is given equal par with client satisfaction in its mission statement, which commits the firm to provide “continuous training and opportunity for lifelong personal and professional growth” to its staff. Among its attractive benefits, Potter & Company gives its employees up to eight hours a week of professional time off, provided they’re on track to meet their monthly and annual budget goals and can handle their workload. The company arranges an annual “Potter College,” a day-long offsite event featuring guest speakers on topics important to staff that include health and wellness programs, business etiquette, marketing and business development, and changes affecting the accounting profession.

Prestige Health Care

Headquartered in Louisville, Prestige Healthcare (formerly Northpoint Senior Services) is a regional provider of long-term care services with 16 skilled nursing facilities in six states and almost 2,300 employees overall. Like others in its industry, the organization faces significant challenges, including a negative reputation, steep regulation, low wages, very high turnover rates and difficulty attracting new employees. As one way of combating these problems, Prestige offers its staff a variety of scheduling options—including 4/2, 10 or 12 hour shifts, split shifts, flextime to cover family responsibilities, and telecommuting. “We have a strong customer-service orientation toward our staff members, and that involves constantly seeking their input,” says Human Resources Vice President Bill Gray. “When we have important business decisions to make, we make sure they’re sitting at the table.” The company is also extremely active in all relevant health care associations, trying to influence regulatory decisions that affect business margins and, ultimately, wages. Results include dramatically improved employee and customer satisfaction and greater staff retention.

Raytheon Company

Although this award-winning workplace is primarily a manufacturing site and requires many employees to be present during the day, it is equipped to provide any flexible work arrangement that the Raytheon Company offers—from 80/9 schedules to flexible start/stop times—as long as core hours are covered. The company is working across generational perspectives to emphasize the advantages of flexibility for early-career employees, for example, who may want personal time while also being able to get their job done. Raytheon espouses flexibility without sacrificing quality, productivity or top-notch results.

Stoll, Keenon, Ogden, PLLC

The workplace culture at Stoll Keenon Ogden fosters collaboration, flexibility, innovation, and efficiency. Employees can work flexibly, altering the start and stop times, for example, or reducing to a part-time schedule to meet family needs. Because staff members can use Paid Time Off for whatever they wish, and in small increments if necessary, no one needs to worry about taking time off to care for a sick child, meet a doctor appointment or attend a school function. Flexible PTO also helps employees make plans with less stress and handle family situations as they see fit. The firm also encourages community involvement and has paid employees who volunteered to build a Habitat for Humanity house on the company clock, for example.

Strothman & Company PSC

When it needs to add staff, this accounting company has its pick of top candidates—Strothman & Company is an employer of choice among executive search firms. The Louisville firm has great success retaining its people, too. Strothman & Company works diligently to help employees find the right fit between their professional and personal lives and understands the need for career flexibility at different life stages. Strothman also gives its people the technology they need to work from any location—a client’s office, perhaps, or their own living room. They can choose their hours, even during the crunch of tax season, working 7:00 a.m. to 4:00 p.m., 7:30 a.m. to 4:30 p.m., 8:00 a.m. to 5:00 p.m., 8:30 a.m. to 5:30 p.m. or 9:00 a.m. to 6:00 p.m. A winner in Business First’s 2007 Fast Fifty Awards honoring the 50 fastest-growing privately-held companies in the Greater Louisville area, and recognized again in 2008 for its continued growth, this Louisville firm also offers a fixed 40-hour workweek for employees working toward an MBA or CPA.

Studio Kremer Architects, Inc

Studio Kremer Architects, Inc. firmly believes that the value it offers to clients resides in its employees’ intellect, creativity and responsiveness. The architectural firm has developed a culture of pride in its effectiveness and employees imbued with that culture make flexibility work for them and the firm. Management claims the firm does better as the work environment becomes more flexible. Retention is currently the highest priority at Studio Kremer Architects. Junior employees are cross trained in marketing and networking, which provides an opportunity for professional development while also making sure needs are covered. Since the firm’s work is digital, employees don’t have to be in the office to get their work done. Employees also have the option of taking time off to study for licensing exams or participate in community service. Bottom line results? Studio Kremer Architects billings have grown 400% in just seven years.

Sturgill, Turner, Barker & Moloney, PLLC

Sturgill, Turner, Barker & Moloney was named a Best Place to Work in Kentucky for five years in a row, and its management attributes this to having a great group of hard-working people who are dedicated to keeping the firm looking ahead to the future. The firm has instituted two pilot programs—a compressed workweek program and a full-time remote employee program—and it is carefully monitoring productivity levels of employees on these programs to assess how well they work, while also exploring other alternative work arrangements. Job sharing and part-time employment have allowed Sturgill-Turner to retain and hire some excellent older workers who might not want full-time work.

The Tellennium Group

The technical and financial services firm Tellennium Group made Inc. Magazine’s list of fastest growing companies and has averaged double digit annual growth since its inception. Management makes a conscious effort to work with every employee to create a schedule that fits his or her needs and those of the team. Technology allows employees to be efficient and productive at home or in the office. Depending upon their position, employees can work at home with the same telephone extension they have in the office (VoIP networking). All communication services in the corporate office are available from practically anywhere. Tellennium Group understands that it doesn’t matter where the work gets done as long as it is completed.

Third Rock Consultants, LLC

Headquartered in Lexington, Third Rock Consultants is a certified woman-owned business that provides environmental consulting services. Owner and president Molly Foree says “We are proud that we think outside the box” and that applies not just to what they do but to how they do it. The company doesn’t adhere strictly to a 9-to-5-in-the-office schedule, and the family-friendly emphasis says families come first. Among the offerings that make Third Rock a great place to work are health initiatives, monthly luncheons, social gatherings, and MVP awards. Employees are encouraged to go to the gym during work hours and Third Rock picks up half the cost of membership fees at the local YMCA.

Woodward, Hobson & Fulton, LLP

Woodward, Hobson & Fulton has been a well-respected law firm for more than 90 years and has won recognition as a Best Place to Work in Kentucky for five years running. The firm's voluntary turnover is now 7%, very low for the legal industry. Maybe it's because 92% of employees say the firm's policies give them the flexibility they need to manage their personal lives, according to a recent firm-wide survey. One benefit of working at this Kentucky firm is its wellness program, so strong it has reduced the company's health insurance costs so that WH&F can continue to pay a generous portion of the premium for its employees' health insurance. The program includes onsite flu shots and health fairs, a quarterly fitness prize drawing, fresh fruit deliveries, gym subsidies, and Weight Watchers at Work. At the same time, WH&F is always looking for ways to make being out of the office easier. WH&F purchased digital dictation software this year, enabling digital recordings to be made and sent remotely and downloaded for quick transcription.

Yum! Brands, Inc.

The restaurant chain Yum! Brands is committed to providing its employees with an effective workplace so they can achieve their professional and personal goals. The company is testing several flexible initiatives. New pilot programs include a four-day workweek, paid time off for community service, no meeting Fridays, and a Results Only Work Environment. Yum! Brands focuses on building people capability first—and that includes their capability to get personal and professional results.

congratulations
to all of Kentucky's awardees



2010 award information

how to apply

- Applications open **January 12, 2010**
- Applications close **April 16, 2010**
- Applying for the award is **free**
- Visit www.iwin.uky.edu* to apply
- The application process takes about one-half hour
- *If your business is located in the Greater Louisville/Southern Indiana region, select Louisville, KY as your worksite location.
- *If your business is located outside of the Greater Louisville/Southern Indiana region, select Kentucky (statewide) as your worksite location.
- Businesses outside of Kentucky and Southern Indiana may apply as an “at-large” participant.

eligibility requirements

- 10 or more employees currently working from or reporting to worksite
- Businesses must have been in operation for one year
- Multiple worksites can apply
- Formal flexibility policies are not required

benefits of applying

- **All applicants** receive customized benchmarking reports allowing your organization to compare itself to national companies—a blueprint for action
- All applicants benefit from technical assistance on creating an effective and flexible workplace
- Winners gain national, state and local recognition including an awards ceremony and mention in the Guide for Bold New Ideas for Making Workplaces publication

learn more about the awards and flexible workplace practices

When Work Works

www.whenworkworks.org

Access the Award application, view sample benchmarking reports, flexibility policies, explore employer best practices from previous award winners and much more.

University of Kentucky Institute for Workplace Innovation (UK iwin)

www.iwin.uky.edu

As the hosting sponsor of the Award for the state of Kentucky, businesses can link to the award application, learn about the Institute and how it is helping employers in Kentucky adopt flexibility and other Innovative Workplace practices.

Greater Louisville, Inc. (GLI)

www.greaterlouisville.com

Serving as the sponsor for the Greater Louisville/Southern Indiana region for the awards, GLI is the Metro Chamber of Commerce and supports member businesses, encourages entrepreneurial enterprises and contributes to business and community growth and prosperity.

about iwin

The University of Kentucky's Institute for Workplace Innovation (iwin) links academic research to innovative workplace practices by:

- conducting scientific, workplace-based research
- translating this research into organizational development tools and resources
- informing employers and policy makers about the implications of our findings

employer engagement

iwin engages employers in implementing innovative strategies that attract, engage and retain talent, while improving business outcomes. We are helping Kentucky

become a state-of-choice for both employers and employees by providing:

- an innovative roundtable where employers learn from national experts and from each other
- webinars, workshops, organizational consulting and customized trainings
- access to customized research
- opportunities to interact with leaders from business, government and national research organizations

workplace-based research

iwin conducts research on work environments and their effect on employee and organizational outcomes. Our research strives to contribute to national and international knowledge and practice while informing and strengthening workplaces in Kentucky. Some of our research areas include:

- economic development
- employee health
- job quality
- work-life effectiveness
- workplace flexibility



The workplace think tank.
powered by UNIVERSITY OF KENTUCKY

see www.iwin.uky.edu for more information