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2022 Employer's Edge

Workforce Development Resources for Polk County Businesses

November 16, 2022

This program is fully supported by federal funding: www.careersourcepolk.com/about/boardroom/program-funding
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Best Practices

Application Process

Since 2003, CareerSource Polk has recognized the Best Places to Work in Polk County through an application process.

Winning companies are the most innovative in the areas of:

- **Motivating and Retaining employees**
- **Diversity and Inclusion**
- **Training and Benefits**
- **Implementing practices that promote a healthy work/life balance**
- **Companies that are committed to improving the quality of life for their employees**

There are 3 company categories, Small (2-50), Medium (51-250), and Large (251+)

Application Process

There are three (3) different sections that make up the application process and each one is scored separately

- **The Application** – scored through Survey Monkey
- **The Employee Satisfaction Survey** – scored through Survey Monkey
- **The Open-Ended** questions – scored by local HR professionals
 - 16 Application open-ended questions
 - 3 Employee Satisfaction Survey open-ended questions
- Once the total scores from each section are calculated, they are combined to determine the overall company score

NOTE: this is not a competition for which company is the best, it's called The Best Places to Work

Application Process

Application

Written descriptions for each category should accurately define your programs and efforts to maintain and improve them.

Demographics

As a judge, many times I find described efforts don't match the numbers.

Benefits

While it's impossible to please every employee, I find many times the employee surveys/comments don't match what the employer may believe is adequate?

Communication

Do you have written policies for management and supervisors?

Recognition

What is the objective of your employee recognition program? Does it help achieve the objective?

Summary - Question #84

Allows 800 words. When I read it, I compare the summary to what I have found in your application and the employee surveys.

Retention Initiatives

Do your retention efforts help keep turnover down?

Best Places to Work Award Winners

2021 Small Business Category

Brown International LLC
Central Florida Regional Planning Council
CPS Investment Advisors
Florida United Methodist Foundation
Madden Branded Goods
The Lunz Group

Employers of Distinction 2021-2023

Harrell's, LLC
MIDFLORIDA Credit Union
Patel, Greene & Associates, PLLC

2021 Medium Business Category

A-C-T Environmental & Infrastructure, Inc.
Citizens Bank & Trust
Lakeland Housing Authority
Pinnacle Sales Group, Inc.
The Estates at Carpenters
Veterinary Healthcare Associates

Employers of Distinction 2020-2022

Kegel LLC
OMS Employer Services

Employer of Distinction Award

Who becomes an Employer of Distinction (EOD) winner?

- Employers who apply for and win the Best Places to Work Award for 3 consecutive years.
- Due to the pandemic, there was no award given for 2019 – therefore, any employer that won for 2018 can become an EOD winner if they win again in 2020 and 2021.

What does the winner receive?

- Like the Best Places to Work winners they will receive a beautiful award that can be displayed at their company.
- The award is a 17”x17” shadow box with a silver plate inside engraved with your company name and the winning 3-year term (ex: 2018-2020)

Panelists



**Stephanie
Loyed**

*Human Resources
Manager of the Northern
Hemisphere for Brown
International
Corporation, LLC*



**Monica
Brown**

*AVP Career Development
of MIDFLORIDA
Credit Union*



**Del
Warren**

*Vice President of
Kegel Training Center*

Stephanie Loyed

Becoming a Best Places to Work



BrownTM



Introduction

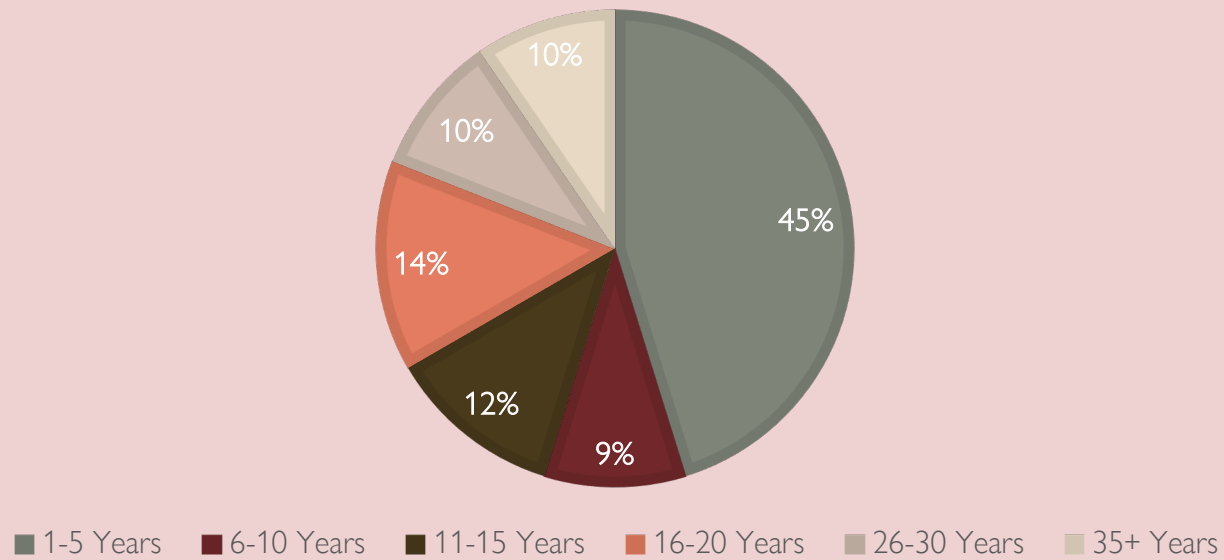
At Brown International we recognize our people are our greatest asset. We strive for an inclusive and creative workplace. We constantly recognize our employees' efforts to achieve new heights in success. Our outstanding workforce and workplace culture has earned Brown International the distinction of “Best Places to Work”



Employee Tenure



EMPLOYEE LONGEVITY





Agenda

Our Benefits

Fostering Culture

Onboarding New Employees

Morale

Investing in Employees



Benefits

- Medical/Dental/Vision
- Employee Assistance Program
- Life Insurance, Short-Term Disability, and Long-Term Disability
- 401K and Profit Sharing
- Vacation Time Off
- Health and Emergency Time Off
- Flexible Scheduling



Fostering Culture

- Inclusivity
- Creativity Encouraged
- Open Communication
- Accessibility to Top Management



Onboarding

- Greeted by Human Resources
- Full Day Orientation
- Mentor Lunch
- Weekly Training Plans



Morale

- Monthly Celebration
- Annual Picnic
- Annual Thanksgiving Luncheon
- Buy-In from Top Management



Investing in Employees

- Succession Planning
- Tuition Reimbursement
- Targeted Training



“

I've learned that people will forget what you said,
people will forget what you did, but people will
never forget how you made them feel.

”

Maya Angelou





Thank you



Stephanie Loyed

Stephanie.loyed@brown-intl.com



Best Practices

Presented by Monica Brown

MIDFLORIDA HISTORY

- Founded in 1954
- Over 60 branches
- Servicing 55 out of 67 counties
- Over 400,000 members
- Over \$6 billion in assets
- 4th largest Credit Union in Florida
- Currently have over 1300 employees

MIDFLORIDA PERKS

- Culture
- New Hire Lunches with Senior Management
- Monthly Breakfast/Lunch for Staff with Senior Management
- Tickets to concerts at MIDFLORIDA Amphitheatre
- Individual Treat Deliveries – 4 times a year
 - Delivered by Senior Management Team and other high-level managers
 - Valentines, Fourth of July, Halloween, and Christmas
 - Concluded with several rounds of multi-employee giveaways
 - Holiday related gifts, gift cards, and cash prizes ranging from \$15 - \$100

5 YEAR CLUB BENEFITS

- MIDFLORIDA sponsors a “5 Year Club” to promote longevity and tenure

Annual Celebration

5 Year Club Jacket & Oxford

Equity Adjustment

Health Club, Weight Loss & Auto Expense Reimbursements

Short Term Disability

Tuition Assistance – Employees and Dependents

Vision Insurance

Life Insurance – 2 x salary

Funeral Allowance

Paid Bereavement Leave

Legal Fee Reimbursement

Annual Longevity Bonus in excess of 5 years of service





Why MIDFLORIDA?

"MIDFLORIDA is an amazing place to work because the company truly cares about their employees and the community. MIDFLORIDA gives back, pays it forward, and gives acknowledgements and recognition."
- Kim B.

Competitive pay | Quarterly bonus | 401K program | Insurance coverage

Full Time Perks Include:

Career Development and Mentorship Program

MIDFLORIDA wants you to succeed and grow. That's why we offer multiple paths to progression, including our Chief Executive Mentorship program and annual reviews.

Retirement Savings - 401K

Save for retirement and enjoy a 100% employer match on contributions of 1-3% plus a 50% match on contributions of 4-6% (available after 90 days).

5 Year Club

5 Year Club benefits include longevity bonus, AAA membership, free legal fees, access to additional insurance coverage, dependent and employee scholarships, and more.

Tuition Assistance

Employee education reimbursement available after 6 months of service.

Flexibility, Paid Time Off and Federal Holidays

Over three weeks of paid time off per year plus paid holidays and Saturday hours for added flexibility!

Health, Dental, Vision Insurance and Employee Assistance Program

Generous and affordable plans for you and your family after 60 days of employment, plus an employee assistance program for mental health that is available 24 hours a day.

Apply Now!



DRUG FREE WORKPLACE

Contact MIDFLORIDA's Recruitment team for more information Recruitment@midflorida.com | 863.904.4862



Why MIDFLORIDA?

"Flexible hours and locations really helped me with school and career development."
-Shelton B.

"Working for MIDFLORIDA means working for an organization that values your worth."
- Karina T.

Competitive pay | Quarterly bonus | 401K program | Insurance coverage

Part Time Perks Include:

Flexible Hours

With 7 to 7 drive-thru hours, MIDFLORIDA values your time by offering work throughout the day and on Saturday (8 am to 1 pm).

Progression to Full Time and Career Development

MIDFLORIDA offers many ways to progress to full time and develop your career, including internal applications and promotions.

Paid Training and Uniforms

Uniforms and training are provided and paid for by MIDFLORIDA.

Health, Dental, Vision Insurance and Employee Assistance Program

Generous and affordable plans for the employee and their family after 60 days of employment, plus an employee assistance program for mental health.

Salary and Bonuses

Bonus programs, annual appraisals, and various other monetary incentives and salary increase opportunities.

Paid Time Off

60 hours of paid time off per calendar year (based on calendar year accrual).

Apply Now!



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THANK YOU! ANY QUESTIONS?



BUILT FOR BOWLING

KEGEL PRESENTATION



BUILT FOR BOWLING

KEGEL'S CORE VALUES





BUILT FOR BOWLING

KEGEL'S CORE VALUES

Our employees and customers matter.

Be passionate and have fun.

Build relationships through honest communication and integrity.

Be better today than yesterday.

Curiosity and agility drive innovation.



BUILT FOR BOWLING

KEGEL'S CORE VALUES

Culture begins and ends with leadership
