

What is the key thing your organization does to begin the new employee experience successfully?

“New employees need to know from the very start how much we welcome them. So on day one they are part of the team – their name is already on their office door and their mailbox is labeled; our receptionist greets them by name when they arrive. There are so many things that have to happen on a first day, but nothing is more important than

knowing your new teammates are as excited to have you on board as you are to begin this journey. We go out of our way to make sure everyone experiences that feeling.”

Richard Payonk, Plant Manager, sgSolutions, Inc.



“When an employee joins Somerset, there are no surprises. From the interview process to the offer acceptance, to pre-orientation, through the orientation and beyond, we are in constant communication with our new employees. New employees have met multiple co-workers at all levels. On day one, beyond the basics we

have a dedicated trainer who spends time ensuring our new staff are trained specifically in the areas of their job function. New staff also are paired with a mentor who provides ongoing information on Somerset’s corporate culture and guidance on professional development to ensure high-performing tenure and develop a sense of belonging.”

Donna Butler, HR Manager, Somerset CPAs



“At Conner Insurance, we welcome new hires by immersing them in the company culture. Orientation and ‘welcome week’ is carefully prepared so that, on anyone’s first day, they’re presented with a plan that allows them to begin making an impact immediately. In hiring, we specifically seek people who work

best when they’re expected to rise to the occasion – self-starters. We’ve found that this practice, combined with being surrounded by dozens of curious and talented people, allows our new folks to shine.”

Ben Conner, CEO, Conner Insurance



“Centier begins the new employee experience by mailing a Welcome Box to our new associate’s home. In the box is information on their new position, Foundations program details, plus lots of Centier goodies to share with their family. Foundations is three days: it includes our history, meeting two hours with our

president, lunch with a senior partner, a tour of all of our departments, time in our Client Service Center and it ends with a champagne toast. An onboarding program follows for a successful start. We then check-in with them at 30 and 90 days to ensure they are doing great.”

Chrisanne Christ, Senior Vice President-Human Resource Development, Centier Bank



“Preparation is our key to success. Before their first day, each on-boarding employee receives a welcome packet with needed details, and the assurance that we want to help. We send an email introducing new employees to the entire staff, and inviting them to join one of two welcome lunches that will be held.

Beginning their first day, our new employees meet with various team members to help them gain a high view of each department and needed practical training. New employees conclude each orientation day by setting strategic goals with their manager and offering feedback to help us improve our process.”

Joyce Newhall, Human Resource Manager, Network Solutions, Inc.

Employer Benchmark Summary

Seventy-one percent of companies that made the 2014 Best Places to Work list offer productivity or time management workshops, seminars or classes. Of companies that did not make the list, 48% have such offerings.