

By Rebecca Patrick



At the end of every harvest season, Oliver Winery offers a full paid day of canoeing fun for each employee and a guest.

Oliver Winery

GETTING BETTER WITH AGE

"Our culture of caring is something that resonates most with all of our employees. We are in the hospitality industry and that is very much part of our DNA and who we are. ... We really make a lot of effort to get to know folks and to have personal touches that let people know we care about them. We want to be part of the bright spot in their day."

— Julie Adams, president
Oliver Winery

Label distinctions

- Founded in 1972; Indiana's oldest and largest winery, and one of the 50 biggest in the U.S.
- The nation's only 100% employee-owned winery
- Recently ranked a Top 25 winery to visit by *Travel + Leisure* magazine; more than 200,000 guests come each year

A bouquet of benefits

- Employees receive an annual allocation of Oliver Wine Company stock into a retirement account, with contributions averaging 12% of yearly compensation
- Seven annual employee events foster camaraderie; among them: a family-friendly picnic, Harvest Hootenanny (end-of-season bash and bonfire) and Casino Night
- Hand-signed card and a gift for birthdays
- Personal development, financial management and stress management classes

From the start

A welcome box sets the tone with new hires; it includes their "favorite Oliver wine, a logo shirt and other kinds of fun swag." There is also a detailed training plan that covers not only the employee's duties but general information about the winery.

Sharing = caring

- "Listening Lunches" hosted by founder Bill Oliver and Adams gather a small group of employees together to get the broader team's perspective on life at the winery. "Why Do You Stay" conversations let the HR director know what is working and what isn't
- Comprehensive all-employee meetings have been added

"I hope that our employees would say that we do both more listening and more sharing than ever before."



"Because Oliver employees are owners, they know that every grape harvested, glass poured and five-star customer rating earned directly impacts their future. We hear from them that this fuels their passion and dedication to the winery."