

Top places to work

in Eastern Idaho



Sunday, March 17, 2013

Top 15 places to work

The Post Register held an online contest to determine the top places to work in Eastern Idaho. First it was open for people to nominate their favorite employer. Then the nominees were put to a vote. Following are the top 15 vote-getters, in no particular order, followed by the other nominees:

- KLIM
- McAfee
- Apple Athletic Club
- Progrexion
- Keller Williams Realty
- Development Workshop
- Eastern Idaho Regional Medical Center
- Speed Connect
- Melaleuca
- International Isotopes
- Gator Jacks
- Town and Country Gardens
- Bank of Idaho
- Idaho Steel Products
- Little People's Academy

Other nominees:

- Sciencetech
- Bingham Memorial Hospital
- AmeriTitle
- Netmark.com
- Innovative Health Care Concepts
- Diversified Metals
- City of Idaho Falls
- INL
- Ron Sayer
- Broadway Ford
- Prepared Pantry
- HK Contractors



McAfee employees pose outside their office at 2325 W. Broadway in Idaho Falls.

Patricia Davis/For Top Places to Work

Innovation leadership

Positive work environment, incentives make McAfee a top place to work

By Patricia Davis
For Top places to work

Often know by the protection pop-ups on the computer, McAfee is actually one of the most innovative companies in Idaho Falls.

This east Idaho McAfee branch was started by three east Idaho locals. "We began in 1999 with the three of us. It was me, Ken Russell, and Paul Whittington. We were Nitro Security and about a year ago we were purchased by Intel. Now we are McAfee," said Howard Stewart, VP of Engineering in the Idaho Falls Branch of McAfee.

McAfee is a security company that deals with computer security. Although the company is technology driven, it has great local leadership and innovative work that help to make it one of the best places to work in east Idaho.

The company is always releasing new products and that means having top-notch staff.

"We're continually growing. We hire computer scientists for the most part. There are approximately 60 of us here in Idaho Falls. We're a bunch of geeks," jokes Stewart. Many of the employees have been with the company long-term. "We have extremely low turnover," said Stewart. When new hires are needed they usually come from local universities.

The management at McAfee helps to make the work environment positive for everyone.

"We expect our people to be part of a team. They feel like they are

supported by their team and by management. We do our best to keep it open and cooperative," said Stewart.

Sharon Berrett, Program Manager at McAfee agrees. She says, "One of the things that makes McAfee such a great place to work is the quality of leadership. I am truly impressed with the high quality of leadership Howard, Ken and Paul provide. They are fantastic!"

Stewart.

This no-office-politics work culture creates unity among the employees at McAfee.

Employees at McAfee experience a lot of benefits. While there are normal perks like health benefits, some are less common among employee benefits. For example employees can also have part or all of their gym membership paid for by

the nomination

I would like to nominate McAfee as the best place to work in Eastern Idaho. McAfee is far and above the BEST company I have worked for during my lengthy career. Management and the company truly cares about each employee and every customer, and demonstrates that commitment every single day. The Idaho Falls office has an exceptional spirit of teamwork and cooperation. Everyone is working toward common goals and strives to do high-quality work. The employees exhibit unprecedented technical ability, excitement and commitment to their work. The lines of communications between McAfee management and employees are wide open. Employees enjoy transparent insight into company activities both at a local and corporate level. McAfee continues to demonstrate appreciation for employees in countless ways. For example, employees enjoy company provided breakfast each Friday... The high standards and ethics lived by managers in the Idaho Falls office is admired by and a source of pride for employees. I, and others, look forward to coming to work everyday and feel that I am able to make a difference because I have the honor to work at McAfee!

This great leadership is evidenced by the office culture.

"We have a relaxed-intense work environment here at McAfee. What I mean is that we are bound time-wise by new product releases, which is the intense part. But we trust our employees to act professionally. We don't make them punch a time card. We trust that they will do the work, and they do because it's exciting and technically innovative work. Even our young graduates are put on interesting work right away," said

the company. A company education program also helps those employees who are working on advanced degrees, and every Friday breakfast is provided for the entire office. Free drinks like soda, coffee and juice are also available to employees all day, every day.

When new products are released, McAfee has a release party for employees. Other fun events like quarterly birthday parties and Dutch oven cookouts keep things interesting.

See McAfee, page 3



Members of Town and Country Garden's staff pose for a photo.

Bringing beautiful things to life

Area's leading garden center favorite for employees, too

By Chantelle Summers
For Top places to work

Considered the area's leading garden center in east Idaho, Town & Country Gardens also leads the pack as one of the top 15 places to work in this community.

"We've been here for almost 50 years so there's a tradition in excellence," said James Fleming, lawn

and garden specialist for T&CG in Idaho Falls.

Anyone who's had the privilege of visiting T&CG, located at 5800 S. Yellowstone Hwy., can see why the company's slogan is "Bringing beautiful things to life."

With 20,000 sq. feet of greenhouse area on roughly five acres of land, there's an abundance of beauty in every

department.

John Crook, owner of both locations in Idaho Falls and Pocatello, believes "there's real satisfaction that people get from getting their hands in the dirt and creating something."

He chalks up the success of T&CG to his loyal customers and the employees who faithfully deliver the best service

to those in need of a little help with their gardening endeavors.

"From my father on down, our focus has always been helping people succeed at gardening and if they're successful they'll make us successful," said Crook.

Fleming explained that since they've been around so long, most customers know when products become available.

"They know February is when we have our seed ready to go," he said. "Going from April to June, being a southern boy I call it square-dancing in a tornado because it is non-stop people."

"It's crazy how many people come in here in May—lines of people just excited about plants," Fleming said.

According to Idaho Falls Store Manager Drew French, Fleming has a large following of gardening enthusiasts in the community who seek him out for advice. Fleming credits his green thumb and sagely garden wisdom to his grandmother who gardened for 70 years.

The business operates year-round and during the winter months employees are still hard at work. Christmas trees, birding supplies and household plants keep T&CG going full circle.

French values the contributions each employee puts forth on a daily basis. He explained

95 percent of the staff is cross-trained to work in all aspects of the business.

"My staff is by far the best thing about working here," he said.

"They not only make the facility shine, they make me look good every day and it's because of their talents."

Starting in February and going through fall, T&CG offers gardening seminars for a small fee. Registration is available online or in store. Tours are also available to children throughout the warm months, said Fleming.

The Idaho Falls location employs between 10-30 people depending on the season, while the Pocatello location is about half that number in staff and size. Crook said there are some plans for growth in the future.

"This is a fun place to work and we're like a family—everybody works together to make things work," said Crook.

He explained every employee is viewed as an equal contributor to the overall success of the company. Goal setting and trust go a long way. Crook gives his staff the room to be creative and they say he's always open to new ideas.

"I recognize I am a pretty small part of the business and we could never have grown the business to what it is today without them," he said.

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KLIM's new line sits on display in the conference room of the company's headquarters in Rigby.

Krysten Bullock/kbullock@postregister.com

Passion

KLIM employees love what they do

By Krysten Bullock
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KLIM employees love what they do. That's why KLIM was voted one of the top 15 places to work in Eastern Idaho by Post Register readers. KLIM, located in Rigby, makes technical riding gear for snowmobile and motorcycle riders.

"There's a log of passion for our products, our industry and the people," Sandi Landon, Director of Human Resources at KLIM said. "We work hard, we produce a lot of great results, a lot of great products that actually make a difference in people's lives."

That passion for the product translates into a lot of hard work.

"It's a different culture here than at a lot of bigger organizations. There's high expectations, but with those high expectations come some of the best intrinsic rewards,"



KLIM employees pose for a group photo.

Submitted photo

Landon said. "The feeling of seeing our K, that is the yellow K, gives a sense of love and warmth and support."

KLIM Employees not only enjoy what they do, but with whom they do it.

"We enjoy working with each other," Landon said. "We've built a culture of family. We're all family and friends."

In fact, Landon said, you'll often find KLIM employees spending time together outside of the office, not because they have to but because they want to. On Thursday's the office has lunch together.

the nomination

I would like to nominate KLIM Technical Riding Gear in Rigby, ID. The culture is amazing, the people are filled with high integrity, enthusiasm, service and above all else passion. A passion that shows in the pride they take in every action internal and external. They take care of the customers with quality usable gear and work hard to create a culture that empowers employees to be the best they can be.

Once a month KLIM buys everyone lunch and everyone gets a chance to bond and meet the new employees. Every other Thursday the employees rotate who brings lunch, part of the company's effort to promote giving back.

KLIM CEO Justin Summers fosters the family atmosphere with an open door. Landon said Summers opens his door

to anyone no matter what their position to hear ideas and feedback.

"The ability to just walk in and sit down and have him actually listen means a lot," Landon said.

KLIM has a presence in 33 countries and is always growing. The company has been expanding its warehouse regularly to keep up with demand for the product.

The biggest news came in December when Polaris bought KLIM.

"The good part is that we're going to keep KLIM as KLIM," Landon said. "It's not going to change our brand. We're going to continue to do what we do best and continue to grow and drive the KLIM brand and keep it the best and highest technical product out there."

With Polaris at the helm, KLIM will have greater buying power and greater resources to build its products. The Polaris Center of Excellence will also be brought to Rigby, which will bring jobs to Southeast Idaho. KLIM will also house Polaris apparel.

Eva Kinghorn has seen KLIM grow from its early

days in a small building on Main Street. She's works in the accounting department and has been with the company for 13 years.

"Seeing (KLIM) grow has been awesome," Kinghorn said. "When we first moved (into the new building) we thought 'this building is huge,' and now we just continue to outgrow it."

Kinghorn added that the family environment is a big part of what makes KLIM a great place to work.

"The (people) that we hire, we all seem to get along very well," Kinghorn said. "We call it the KLIM family because we all get along so well and it's just a great work environment."

Being engaged every day is what makes working at KLIM enjoyable for Paul Hepworth, national sales manager.

"Working at KLIM allows you to be engaged every day and be passionate about what you do," Hepworth said. "Being an enthusiast for the sport, working in the industry that works with

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Family

Small, family atmosphere makes Speed Connect great place to work

By Krysten Bullock
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The family atmosphere is what makes Speed Connect such a great place to work according to its employees.

"It's kind of like a family here," said Dawn Giannini, Speed Connect marketing manager. "We spend more time with each other, pretty much, than we do with anyone else."

Speed Connect was voted one of the top 15 places to work in Eastern Idaho by Post Register readers.

Located at 1665 N. Woodruff Ave. in Idaho Falls, Speed Connect offers high speed wireless Internet and telephone services on a local level.

While the corporate office is located in Michigan, employees here can make decisions independent of its headquarters.

"We get to make our own decisions locally, even though the owner is in Michigan," said Tom Carey, a Speed Connect technician. "We are not micro-managed. That's what I like about working here."

The small crew is a tight-knit group and has several years of experience between them.

"We spend a lot of time together and really get to know each other's ins and outs," said Taylor Mott, Speed Connect dispatcher.

The staff at Speed Connect also has several years of experience in the technology business. Giannini got her start in 2004 with Teton Wireless and has worked for multiple wireless companies. "She has great tribal knowledge," Nims said of Giannini.

Carey got started in the technology business in 1977, adding a wealth of knowledge to the staff.

According to manager Donna Nims the company puts a lot of effort into staying ahead of the curve with the latest technology.

"They are very committed to staying on the cutting edge of technology," Nims said. "So we have cool things like our wireless hotspot, and it's



Krysten Bullock/kbullock@postregister.com

Speed Connect employees from left are Tom Carey, Dawn Giannini, Jake Hurt, Taylor Mott, Donna Nims and Mike Rosine.

pretty unique."

In fact Jake Hurt, a field technician, just got certified as a network expert and has been taking classes in routing and core network technologies.

"It's awesome to have someone on site that knows all this stuff," Nims said.

Hurt likes working with the technology at Speed Connect.

"The job is always changing," Hurt said.

With so much competition in the technology market, Speed Connect tries to go the extra mile with customer service.

"We take care of the customer and can solve problems faster," Carey said.

Carey has been known to give out his cellphone number to customers so they can reach him directly if they have a problem with their service.

"Everyone here is very customer-centric," Nims said. "We go the extra mile."

For more information on Speed Connect services call 529-0184 or stop by their office at 1665 N. Woodruff in Idaho Falls. You can also visit their website at www.speedconnect.com

KLIM

Continued from page 6

other enthusiasts makes it enjoyable to come to work each day.

As national sales manager Hepworth travels domestically to represent KLIM.

"What I enjoy the most about traveling is being able to interact with our partners across the

country, our dealerships that carry our brand and the personal relationships you build with them and helping them be successful in their business because they're helping us be successful by buying our products," Hepworth said.

For more about KLIM, go to their website at www.klim.com.

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Nick Howard/nhoward@postregister.com

Progrexion employees pose for a group photo recently at their Rexburg office.

Making the call

Call center offers fun, supportive environment

By Patricia Davis
For Top places to work

Call centers often gets a bad rap for being hard places to work. The opposite seems to be true for employees at

the nomination

Progrexion in Rexburg Idaho ! The great culture, prizes, engagement, and decent money too, - all make this a super place to work

Progrexion in Rexburg. The company repairs credit scores by finding

mistakes in credit histories and fixing them. "We engage clients

all over the country who need to repair their credit scores. Progrexion has four call centers, one is here in Rexburg," said Todd Ellsworth, Call Center Manager in Rexburg.

The Rexburg call center has almost 200 employees, many of whom are students at Brigham Young University Idaho. Voted as one of the best places to work in east Idaho, Progrexion provides an enjoyable atmosphere for these students and Rexburg residents.

Part of what makes working at Progrexion enjoyable is the staff.

"Our most important asset is our employees and their personalities," said Ellsworth.

Many of the employees who work there love to talk to people, making it an ideal atmosphere for teamwork and a family-type atmosphere.

"It's just a big family," he said.

The management team also plays a large part in the enjoyable work environment. Even after each employee is trained, they continue to get the help and support they need to succeed.

"We try to put people in a position to enjoy their work," said Ellsworth. Because many of the management team have been where new employees are there is a certain level of respect and understanding. "My team has all done this before. We get it. Our employees know that we've all been there before. We are always here to help.

There is a high level of trust. That doesn't come automatically. Our team works hard at building that," said Ellsworth.

Maintaining a fun, morale-boosting environment also helps to build that trust and keep things interesting at Progrexion.

"Every Friday we bring cereal for our employees, and it's always the cereal that your mother wouldn't buy. It's a bad place to work if you are on a diet," jokes Ellsworth.

Cereal Fridays is only the start of the fun.

"We do all kinds of employee appreciation nights. Just to get out of the workplace and work off some steam," said Ellsworth. Often these employee appreciation nights include drawings and games where employees can win prizes.

Being involved in the community is an important part of working at Progrexion.

"Each quarter we try to do something. We've done the Relay for Life together, we helped in the Rexburg Crisis Center, we've also done food drives and blood drives," said Ellsworth.

The company has also donated time and money to places like Festival of Trees, Utah Food Bank, and Candy Cane Corner. Working at Progrexion is an exciting and rewarding experience for its employees.

"I come to work every day and it doesn't feel like I am working," Ellsworth said..

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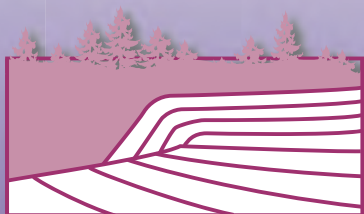
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Krysten Bullock/kbullock@postregister.com

International Isotopes employees pose for a photo at their office in Idaho Falls.

'A we thing'

By Chantelle Summers
For Top places to work

You've heard of the Idaho National Laboratory, but have you heard of International Isotopes Incorporated? For over 17 years, this business has been growing and thriving in our community.

President and CEO Steve Laflin, along with nine other site workers, founded II as a "small spinout from the Lab." In 2001, the business moved from a leased space at the INL to its current facility off St. Leon Road in Telford Park.

Expansion over the years has made it possible for the company to manufacture and distribute products of nuclear technology on a large scale.

As its name suggests, International Isotopes imports isotopes such as Iodine 131 and Cobalt 57 from places like South Africa and Russia and exports products internationally.

For instance, I-131 comes as a concentrated solution, which is then packaged and distributed in various quantities and concentrations to pharmacy customers, said Laflin.

A big part of the business comes from producing cobalt at the site's Advanced Test Reactor, although there are several other facets to the business, he explained.

The cobalt is used in direct medical applications like cancer therapy and radiation treatment of vascular deformities of the brain.

"It's nice to produce things and sell products but to know they have humanitarian benefits is even better," said Laflin.

II recently purchased land in New Mexico for a new depleted uranium hexafluoride (DUF6) de-conversion and Fluorine Extraction Process (FEP) facility.

"This is the first commercial facility of its kind

in the U.S.," he said.

"We haven't broken ground on it but we're quite excited about that." He anticipates filling 125-150 positions near the end of 2013.

Laflin explained for every 10 pounds of uranium that goes through the refinery process, only one pound goes off to be fuel. That leaves nine pounds of by-product that's considered "toxic and chemically reactive."

"That's what we'll treat are those other nine pounds. We'll pull the fluorine off that and make fluoride products," he said.

The gas sold to wholesale distributors goes off to companies who use it to produce a plethora of goods including micro-electronics, pharmaceuticals, circuitry and manufacturing refrigerants.

Why does International Isotopes make our top 15 list of the best places to work in eastern Idaho? Laflin believes his 23 employees are an integral and valuable part of the business.

"It's always been a 'we' thing around here," he said. "Because we're a small group and we're producing products at a high rate of speed, there's a lot of teamwork that goes on."

Laflin explained his personnel have high standards and always hold themselves accountable. And the opportunity for learning and promotion within the company are paramount.

He gave many examples of employees who have successfully "moved up the ladder" through a combination of on-the-job training and higher education.

Alicia Mackowiak, radiation control technician for II, said she initially worked in a secretarial position.

"I enjoyed doing that but I started to express interest in working with the reactor materials and doing something differ-

ent." The company gave her the training she needed and soon offered her the position she now holds.

The camaraderie, excel-

lent benefits and unique work field are what she enjoys most.

"I find this [job] the most interesting, best

place I've ever worked and just think it's one of the best places to work in eastern Idaho," said Office Manager Erika Prestwich.

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Employees at Development Workshop pose for a photo at their headquarters.

Making a difference

Development Workshop trains disabled clients in manufacturing

By Patricia Davis
For Top places to work

Recognized as a community rehabilitation program for individuals with special needs, Development Workshop Inc. provides training, employment, and job placement services to its clients.

However, the company is more complex than many east Idaho residents may recognize.

"People don't realize that we are a real business. We earn our keep, we don't just get government aid," said Greg Katainen, Vice President of Marketing at Development Workshop Inc.

The company trains and employs disabled clients to work in the manufacturing industry.

"We have a vast array of products that we manufacture and ship," said Karen Gouldthorpe, an employee at Development Workshop Inc.

After training, many clients are then able to



A Development Workshop employee demonstrates some of the manufacturing work they do.

move on to work in the community. This fulfilling work makes Development Workshop Inc. among the best places to work in east Idaho.

The entire framework of the Development Workshop workplace is set in place by their mission statement. "To assist individuals who have a disability or who are disadvantaged to recognize and to achieve their

chosen level of economic and social independence." Employees use this mission statement in their work every day.

"Every person that I talk to here has the mission statement at heart," says Patricia Taysom, Public Relations Manager at Development Workshop Inc.

Working with clients is one of the biggest rewards when you work at Development Workshop.

the nomination

Development Workshop in Idaho Falls, because they really appreciate you and you know that what you are doing is making a difference in the clients lives. Development Workshop has great leadership and they are always seeking ways to make things better for the clients and for the staff. They are honest and have great integrity.

ment Workshop. Says Taysom, "The best part of my job, however, is to see our clients acquire skills to help them live their lives in a meaningful way. And of course I love to see their smiles everyday!"

This is especially apparent at Development Workshop because disabled clients can encounter a lot of resistance in the workplace.

"People tend to discount the abilities of those with disabilities," said Mike O'Brien, CEO of Development Workshop. Often it is working with these very individuals that makes working at Development Workshop enjoyable.

Employees at Development Workshop get more than just a good feeling

from their work.

Says McKayla Matlack, an employee, "Flexible work hours, family friendly, upward mobility, and overall mission makes the job worth all the stress it sometimes has."

Perhaps one of the best benefits for employees includes the leave policy.

"We have an all purpose leave policy with a lot of flexibility. So it doesn't matter if you're sick, or you just want a day off, you can use those days," said O'Brien.

Other employee benefits include excellent training, and opportunities for growth.

"I feel like I am valued for my contribution. I also feel that I have had opportunities to develop and be promoted within the company because my supervisors listened to my desires and allowed me to participate in assignments that related to my goals," said Amy Kidwell, an employee.

Because lines of communication are open between employees and management, everyone is encouraged to participate in company growth.

Employees at Development Workshop love where they work. The amazing efforts made by the employees will continue to grow with the support of the community.

"Like any other business right now, finding work is difficult. I'd love for people to think of us when they need manufacturing work done," said Katainen.



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Submitted photo

Employees gather for a group photo outside Keller Williams Realty.

All part of the family

By Patricia Davis

For Top places to work

Whether you are looking for a job or are buying a house, residents of east Idaho may want to consider Keller Williams Realty. Nominated as one of the best places to work in east Idaho, the company provides a great family-type culture that focuses on providing the best services to its clients.

Greg Vinolla, Team Leader and Broker at Keller Williams said, "Part of what makes it great here is our company culture. It is our intent to have our employees

feel like they are part of a family. In fact, our national convention is actually called a family reunion." Over 140 area residents are part of this family.

The Keller Williams family is made up of both agents and support staff.

"Currently, we have 92 agents in our market center. Many of those agents also have their own staff. In addition, we have approximately 50 support staff. We are just like a big family," said Vinolla.

Just like a family, the company celebrates things together like birthdays, special events, holidays and anniversa-

ries.

"We do pot lucks on a frequent basis. In fact we had one on Valentine's Day," said Vinolla.

Real estate agents at Keller Williams Realty are provided with a lot of support.

"One thing that I really like is we are an agent-centric company. We have lots of training and support for them to help their clients the best they can. We believe that it's not just buying or selling a home. It's not just a deal, it is the most important purchase that many people will make," said Vinolla.

This attitude of caring

for company agents and clients carries over into the community.

"Keller Williams also does a lot of charity work. Every May we put on our red shirts and participate in Red Day. Last year one of our agents needed a kidney transplant, so we took some time to get his house ready to sell," said Vinolla. "KW Cares is the primary charity of Keller Williams Realty. A lot of our agents donate a percentage of each closing to the charity. The charity then uses that money to help those in need."

In addition to helping nationwide, Keller Williams makes an effort

to build up the local area.

"We had an agent pass away and we helped raise money for his family with a garage sale," said Vinolla.

This coming May the company hopes to host a Red Day that will continue to better east Idaho community.

As a company family, Keller Williams is always trying to improve.

"One of the things about our company is we try to be not just average, but extra-ordinary," said Vinolla.

With such a can-do attitude, it is no wonder that local residents love working there.



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