

BEST



COMPANIES TO WORK FOR

BY MATTHEW J. MOWRY

The Great Resignation forced many companies to take a second look at their culture and benefits. The result was some impressive improvements and reinforcements of existing policies for the 2022 Best Companies to Work For competition. In fact, this year we saw a record number of applicants.

So how do companies make the list? Applicants complete an employer application detailing benefits, policies and programs. Then an employee engagement survey, administered by The Employee Engagement Group in Woburn, Mass., must be completed by at least 50% of a company's NH workforce. A group of HR professionals evaluated the employer responses to culture questions.

Bruce Mast & Associates, a long-time partner, and Leddy Group organized site visits of the 12 highest scoring companies with NH executives and HR professionals. Judges interviewed CEOs, held employee focus groups and toured facilities. Scores from those visits helped our main judges refine the ranking of the top 12.

Companies that are named Best Companies for four out of five years are inducted into our Hall of Fame, where they remain two years and assist with judging.

While we profile the winning companies and some of the highlights of their company cultures and benefits programs, these companies offer deeper and richer ways to engage employees than we can ever explore in these profiles. To learn more, join us for Breakfast With the Best on Oct. 5, which will include two panels with executives from the winning companies and CultureFest: 2022, where participants dig into workplace topics in eight-minute workshops. Visit businessnhmagazine.com/events/2022-breakfast-with-the-best for details and to register.

#6 Northeast Delta Dental

One Delta Drive, Concord • nedelta.com



Nonprofit dental insurance provider.

Top Employee Engagement Survey Measures:

I am encouraged to learn and develop new skills:

95% agree

I can keep a reasonable balance between work and personal life:

96% agree

President and CEO: Tom Raffio

Years in Business: 61

Full-time Employees: 187 (165 in NH)

**Total Number of Part-time/
Temporary or Seasonal Employees:** 12

Years on List: 10 (plus 5 in Hall of Fame)

Northeast Delta Dental (NDD) welcomes new employees by posting their name on the marquee by the front door. Employees are greeted by their manager before human resources takes them on a tour through the buildings, introduces them to their colleagues and hands them a goodie bag of swag that includes a nameplate, company jacket, blanket, water bottle, lunch box, three books authored and signed by the CEO, and a toothbrush and floss. New employees also meet with Tom Raffio, president and CEO, where he shares his company vision.

The company offers a Bright Ideas program that encourages ideas to improve the company and its culture. Since its inception, over 2,200 employee ideas have been submitted with a 40% implementation rate. When an idea is not used, the dental insurer communicates with the employee to explain why.

Northeast Delta Dental offers remote and hybrid work, a four-day compressed work week as well as 225 hours of paid parental leave (pro-rated for part timers) or for moms and dads adopting.

The company's insurance offerings are also robust. Fully 100% of employee's health insurance, dental and vision plans, short- and long-term disability and life insurance are paid for. The retirement plan does not require a match from employees to receive the company contribution.

All that is on top of such perks as an onsite gym, fitness coach, \$200 in annual fitness incentives, a 90-minute mindfulness program during the workday every three weeks and unlimited tuition reimbursement. And if an employee leaves and is rehired within three months, they retain their prior service credit toward seniority. ■