

BEST

companies

TO WORK FOR

BY MATTHEW J. MOWRY AND SCOTT MERRILL

A meme on LinkedIn advises, “Don’t judge a culture by the words on the walls. Judge it by how employees feel on Sunday evening.” Judging by the employee engagement scores achieved by this year’s Best Companies to Work For in NH winners, the vast majority of their employees don’t suffer from the “Sunday Scaries.”

This year’s competition drew a record number of applications and resulted in 29 companies earning a spot on the list of 2024 Best Companies to Work For competition, as well as six companies achieving Hall of Fame status.

It is evident companies are continuing to redefine their cultures with remote and hybrid work models while finding value in bringing employees together for in-person bonding.

So how do companies make the list? Applicants complete an employer application detailing benefits, policies, and programs. An employee engagement survey, administered by The Employee Engagement Group in Woburn, Massachusetts, must be completed by at least 50% of a company’s NH workforce. The results of the employee engagement survey account for 60% of a company’s score. A group of HR professionals evaluate the employer responses to culture questions, which account of 25% of the score. *Business NH Magazine* analyzes and scores benefits, which accounts for 15% of the final score.

The Leddy Group, a staffing firm based in Dover, organized site visits of the 12 highest scoring companies with NH executives and HR professionals serving as judges. They 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 as Best Companies for four out of five years are inducted into our Hall of Fame, where they remain for two years and assist with judging.

To learn more about these winning cultures, join us for Breakfast With the Best on Sept. 26, which will include a celebration of the winners, a panel with executives from the Hall of Fame companies and CultureFest:2024, where participants dig into workplace topics in eight-minute workshops. The event will be held from 8 a.m. to 11 a.m. at DoubleTree by Hilton Manchester Downtown Hotel. Visit businessnhmagazine.com/events/2024-breakfast-with-the-best for details and to register.

7. Northeast Delta Dental

One Delta Drive, Concord • nedelta.com

Nonprofit provider of individual dental plans for more than 1 million subscribers in Maine, NH, and Vermont

Top Employee Engagement Survey Measures:

*I know what my organization is trying to achieve strategically: **95% agree***
*I can keep a reasonable balance between work and personal life: **94% agree***

President and CEO:
Tom Raffio

Years in Business: 63

Full-time Employees: 186
(156 in NH)

Years on List: 12 (plus five in Hall of Fame)



From 100% covered health, dental and vision insurance and birthday cards hand signed by the CEO (with a \$50 check) to flexible work hours, remote/hybrid work, service awards, longevity bonuses, and a long list of annual special events, it is little wonder why Northeast Delta Dental (NEDD) is among the two companies with the most wins in the Best Companies to Work For competition. President and CEO Tom Raffio strives for a culture of transparency, stressing he won’t say anything in the board room that “we won’t say in the mail room.”

The company has a Garden Committee that was allotted a piece of land on campus along with tools to create a community garden to grow vegetables. NEDD offers 7.5 hours of paid volunteer time off annually and offers grants up to \$300 that employees can gift to the nonprofits where they volunteer.

It raffles tickets at no cost to employees for concerts and other events at area venues, hosts an annual holiday party, as well as quarterly lunches, holiday events and an annual employee appreciation event.

NEDD has been on a DEI journey long before 2020 to create a diverse workforce, and has a board that is 60% female and 22% BIPOC.

Among the perks at NEDD are unlimited college tuition reimbursement, complimentary chair massages, 3% safe harbor contributions to 401(k) plans, and 19 to 28 days of paid time off annually and 10 paid holidays.

NEDD offers leadership development programs and last year introduced a learning management platform with more than 70,000 training modules. NEDD recently renovated its onsite fitness center that is accessible to all employees 24/7. Employees can even make an appointment with an onsite fitness coach. ■