

EVERYTHING BUSINESS Corp!



Radio Flyer is “Best of the Best” #1 on List of Elite Winners

Radio Flyer, Inc.

Chicago, IL
www.radioflyer.com

Radio Flyer credits their employee satisfaction to what may seem obvious; they only hire those who are committed and fun people who others want to work alongside. Hiring the right people is the first and obvious step to creating a great culture and team. Consistently asking employees for feedback has created a relationship with management. “We want people to love their job, so that when they go home their work gives them energy, not drains their energy,” said CEO Robert Pasin. If people love their job, Radio Flyer believes they can live the life they want outside of work and at the workplace. Already experiencing the retirement of employees, the company has incorporated a transition program to help the knowledge transfer. Employees are encouraged to share information with each other and learn from one another. Through the transition, those retiring train the person replacing them and will work part-time to make the transition easy for them and for the company. Radio Flyer wants to make this time easy for the employees, as well as the rest of the company. “Employee’s have and will always want their role to be meaningful and they want to know that their work contributes to the overall success of the company and its purpose,” said Pasin, who adds that Radio Flyer works to achieve the same for its employees.



Amy Bastuga accepts the Chicago 101 Best of the Best Elite Award for Radio Flyer Inc.

Only companies with the highest quality human resources initiatives are named “Chicago’s 101 Best and Brightest Companies to Work For,” an honor highly sought after by competing companies throughout the region. These select companies were honored by the National Association for Business Resources (NABR) on Mon., August 2, 2010 in Oak Brook, Ill.

THE ELITE WINNERS

BEST OF BEST

Radio Flyer

(Chicago)

COMMUNICATION

Harrah's Joliet Hotel & Casino

(Joliet)

COMMUNITY INITIATIVES

Turner Construction Co.

(Chicago)

COMPENSATION & BENEFITS

Verizon Wireless

(Schaumburg)

DIVERSITY & MULTICULTURALISM

KPMG LLP

(Chicago)

EMPLOYEE EDUCATION
& DEVELOPMENT

Ernst & Young

(Chicago)

EMPLOYEE ENGAGEMENT
& COMMITMENT

Assurance

(Schaumburg)

RECOGNITION & RETENTION

Digitas

(Chicago)

RECRUITMENT & SELECTION

Care Communications

(Chicago)

WORK-LIFE BALANCE

FONA International Inc.

(Geneva)

SMALL BUSINESS

BGT

(Chicago)

This year's winners practice innovative strategies and represent best practices in human resources in industries as diverse as automotive, insurance, hospitality, communications and nonprofit.

An independent research firm evaluates each company's entry based on key measures in the categories of: Communication, Community Initiatives, Compensation and Benefits, Diversity and Multiculturalism, Employee Education and Development, Employee Engagement and Commitment, Recognition and Retention, Recruitment and Selection, Small Business and Work-Life Balance.

The winning 101 companies also vie for 10 elite awards, one granted for each category. Also an overall winner, who has excelled in all categories, was honored with a "Best of the Best" award.

It's no small feat to be named a Best and Brightest company, especially since the Conference Board says U.S. job satisfaction is at a 22-year low. Add to that the pending retirement of a large part of the work force – Baby Boomers – and planning for the transfer of knowledge from one generation of workers to the next also becomes critically important for maintaining a top workplace.

In fact, it's becoming clear that the workplace and the relationship to employees is changing, as evidenced by the 2009/2010 U.S. Strategic Rewards Report from Towers Watson, which describes the importance of a company's Employee Value Proposition (EVP). EVP encompasses the collective array of programs the organization offers in exchange for employment and is influenced by the organization's brand, values, culture and leadership, according to the report. Certainly, an important aspect of culture is work-life balance and management's view of employees from a holistic perspective.

Based on this information, Corp! asked Chicago's 101 winners about their plans for the generational knowledge transfer, how their companies keep employees motivated and satisfied, and to share with readers their innovative approaches to creating a great workplace.



Radio Flyer Inc. was the Best of the Best overall Elite winner.