

# Hall of Fame

*Business NH Magazine* established the Hall of Fame to honor companies that have consistently proven to be employers of choice. To be inducted, companies must be named to the Best Companies to Work For list four out of five years. Companies are then inducted into the Hall of Fame for two years and assist in the judging. After two years, they can again apply for the regular competition. Since the Hall of Fame was established in 2003, 12 companies have been inducted. For Hypertherm, this is the second time that the company earned Hall of Fame status and it is the only company to be inducted twice. Hypertherm will be eligible to compete again next year. Dynamic Network Services Inc. and Wire Belt Company of America are making their debut in the Hall of Fame.



## Dynamic Network Services Inc.

[www.dyn.com](http://www.dyn.com)

**Location:** Manchester

**Owners:** Jeremy Hitchcock (CEO and CFO) and Tom Daly (president and CTO)

**Company Description:** Internet infrastructure as a service

**Benefit Highlights:** Annual Geek Week to highlight employee's interests and hobbies, company paid health and dental premiums, up to \$4,000 tuition reimbursement, birthday off, and quarterly performance-based bonuses

True to its name—Dyn—this dynamic company has been growing rapidly in the last year, doubling to 103 employees and moving into new offices (twice the size of their old office) complete with a deck, soda fountain and game room, all in an effort to spark employee creativity.

At its new space, Dyn hosts monthly DynTini events, a cocktail party featuring an emerging musician and focused on networking to improve NH's technology scene.

Flexibility is key at Dyn. Employees set their own schedules based on the needs of their job and family needs. Bonuses are paid out based on employee preferences and can include extra vacation days, cash, a salary increase, or some combination of those options.

This year the company focused on health, providing free gym memberships at Gold's Gym in Manchester to employees who go to the gym seven times a month.

They also invite a Gold's staff member to Dyn once a week for a health and wellness talk and switched the ingredients of its free sandwich Tuesdays to organic low-sodium meat and locally-produced organic vegetables. ■



## Hypertherm Inc.

[www.hypertherm.com](http://www.hypertherm.com)

**Location:** Hanover

**President/Founder:** Richard W. Couch Jr.

**Company Description:** Manufacturer and distributor of thermal metal cutting equipment

**Benefit Highlights:** Profit sharing, onsite gym, employee stock ownership program, and wellness center with exercise classes, up to six weeks paid maternity leave, subsidized cafeteria

There is little wonder why Hypertherm is the only company to make the Hall of Fame twice. Its 1,190 employees, who Hypertherm refers to as associates, own the company through an Employee Stock Ownership Program. Over the years, Hypertherm has paid out millions of dollars in stock at no cost to employees. Additionally, the company has a profit sharing plan.

Hypertherm also has a no layoff policy. At the deepest point of the recession, the company had 100 more associates than needed to meet the business demand. Instead of layoffs, it redeployed them all into meaningful tasks/jobs and when the economy started to rebound, Hypertherm was ready because it had protected its most valuable resource—its associates.

Hypertherm invests in the health of its employees. It has an onsite fitness room as well as an onsite wellness center staffed by a medical professional that opened in 2009. The wellness center logged more than 1,500 interactions with associates in 2010 and exceeded its goal of 1,800 for 2011. Hypertherm also revamped its health contribution to employee health plans in 2011 by creating two tiers. Employees making less than \$40,000 pay less toward their health insurance premium than those making more than \$40,000. In 2012, the company is creating five tiers that further graduate the level of employee contributions based on salary. ■



## Wire Belt Company of America

[www.wirebelt.com](http://www.wirebelt.com)

**Location:** Londonderry

**President and CEO:** David Greer

**Company Description:** Manufacturer of open mesh, stainless steel conveyor belt solutions for food processing and other applications

**Benefits Highlights:** Profit sharing, eight hours of paid time for community service, interest-free computer loans, "no layoff" policy, tuition reimbursement, 9/80 work week with every other Friday or Monday off, garden plots for employees

David Greer, president of Wire Belt Company of America, is passionate about keeping manufacturing jobs in NH. He also believes that working in a manufacturing plant should be fun. Each year the management team takes on a team of workers in "The Great Challenge" that has ranged from tug

of war to dodge ball, with proceeds from the event going to a charity of the winning team's choosing. It also hosts an annual Diversity Appreciation Day for which employees prepare food from their native countries that is shared with everyone over lunch. Employees wear Hawaiian shirts on Fridays.

This year, Wire Belt held a Wellness Week in June for its 93 employees where they could have wellness screenings onsite. It holds a weight loss program, with a nutritionist, that employees volunteer to participate in, with the company donating \$2 for every pound lost to a charity. The wellness efforts are paying off with not only healthier employees, but the company, which is self-insured, is \$100,000 below its health insurance budget. "We let them know healthcare is taking a huge bite out of our profits. By living healthier lifestyle, we could save money that goes to the bottom line and to their profit sharing account," says David Maestri vice president of human resources. ■

