



**VOLUSIA – FLAGLER  
COUNTIES**

# **EXCEPTIONAL EMPLOYERS**

## **Volusia and Flagler Counties**

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### **Exceptional Employers Selected**

*Daytona Beach, FL:* When looking for career opportunities job seekers want to consider companies who have designed their organizations around retaining their top talent. Now you know who those companies are in Volusia and Flagler Counties. Employers from throughout the two-county area participated in the survey conducted as the result of a partnership between Exceptional Employers and the Center for Business Excellence, the area's region workforce development board. Nine companies were recognized as "Exceptional Employers" at the fourth annual "Business Express, Connections on the go..." summit in Daytona Beach on May 28<sup>th</sup>.

**Zev Cohen & Associates, Training Initiatives, Inc. and United Way of Volusia-Flagler Counties** were recognized in the "50 employee and Under" category. **James Moore & Co., AO Precision Manufacturing, LLC and Costa Del Mar Sunglasses** were recognized in the "50 – 250" employee category and **Florida Health Care Plans, Halifax Health and Ocean Design, Inc.** were recognized in the "Over 250" employee category.

The purpose of the "Exceptional Employers" program is to provide vital information to local companies regarding the practices they use to attract and retain employees. Each company participating was required to complete a 40-question survey that allowed their employment practices to be analyzed by the consulting firm of Personnel Dynamics Consulting in Fort Pierce. Every company participating in the survey received a detailed 20-page report on the results of the survey assisting employers to recognize what was and isn't working in the local market to attract and keep skilled and valuable employees. The nine companies honored received a recognition award at the summit luncheon held at the Hilton Hotel in Daytona Beach.

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Each company was measured using business measurements such as: turnover, growth, employee training and development and promotion rates; employee evaluations and feedback; percentage of employee injuries; diversity of management; benefits offered; paid days off; and average increase in pay.

The Center for Business Excellence, Edd Holder and Associates, Fields BMW, Media Tech Plus, the Volusia/Flagler Higher Education Consortium and Scholastic Books sponsored the “Exceptional Employers” program at the summit.

## **50 Employees and Under**

### **ZEV COHEN & ASSOCIATES, INC.**

Cindy Kucera  
386-677-2482

40 Employees  
25% Promotion Rate  
75% enrolled in 401k Retirement Program (Survey Average: 58%)  
100% enrolled in a Profit Sharing Program  
100% enrolled in a Bonus Program (Survey Average: 61.8%)  
Health, Dental and Life Insurance offered  
Each new employee is assigned to a Mentor to assist them into the new organization

### **TRAINING INITIATIVES, INC.**

Jeanne Rademacher  
386-679-3758

11 Employees  
\$1,333 spent on training and development (Survey Average: \$502)  
90% involved in a 401k Retirement Plan (Survey Average: 58.9%)  
100% participate in Company Bonus Plan (Survey Average: 61.8%)  
36 Paid Days Off after one year of employment (Survey Average: 23 Days)  
Average of 210 hours of training per employee in 2007 (Survey Average: 43 hours)

### **UNITED WAY OF VOLUSIA – FLAGLER COUNTIES**

Ray Salazar  
386-253-0563

19 Employees  
21.1% Turnover Rate (Survey Average: 34.9%)  
17% Growth Rate (Survey Average: 0.77%)  
73% enrolled in a Fully-Funded Retirement Plan (Survey Average: 69%)  
Health, Life and Short Term Disability Insurance Coverage  
31 Paid Days Off (Survey Average: 23 Days)  
“Bring Your Child To Work Days”  
\$1,333 spent on training and development (Survey Average: \$502)

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## **51 - 250 Employees**

### **JAMES MOORE & COMPANY**

James Halleran  
386-257-4100

29 Employees in Volusia and Flagler County  
(Additional Office outside of the Community)  
17.2% Turnover Rate (Survey Average: 34.9%)  
\$4,009 per employee spent on Training and Development (Survey Average: \$502)  
88% of the employees attended training (Survey Average: 65%)  
93.1% of the employee enrolled in Health Plan (Survey Average: 77%)  
James Moore & Company University includes curriculum developed and presented by staff, as well as outside presentations by sponsoring national, state and local organizations.  
Mentoring and Career Advisor Program

### **AO PRECISION MANUFACTURING, LLC**

Julet Phillips  
386-274-5882

131 Employees  
17.4% Growth Rate (Survey Average: 0.77%)  
18.3% Promotion Rate  
82% involved in Bonus Program  
Health, Dental, Life, Long and Short Term Disability  
Employee Satisfaction Survey for feedback from employees

### **Costa Del Mar**

Sandy Jones  
386-274-4000

84 Employees  
96% participate in Company Bonus Program  
29% Turnover Rate (Survey Average: 34%)  
Health, Dental, Life, Long and Short Term Disability  
Quarterly luncheon with the CEO to discuss new products and sales

## **Over 250 Employees**

### **FLORIDA HEALTH CARE PLANS**

Kathy Evans  
386-615-4023

1,952 Employees  
14.5% Turnover Rate (Survey Average: 34%)  
5.3% Growth Rate (Survey Average: 0.77%)  
89.2% of the employees received training in 2007 (Survey Average: 65%)  
97.6% involved in a Profit Sharing Plan  
Health, Dental, Life, Long and Short Term Disability  
33 Paid Days Off after five years of employment (Survey Average: 30 Days)  
Health Living Wellness Program  
On-site Weight Watchers Program – To date, 4,200 pounds have been lost

### **OCEAN DESIGN, INC.**

Cheryl Perreault  
386-236-0708

262 Employees  
14.9% Turnover Rate (Survey Average: 34%)  
15.3% Growth (Survey Average: 0.77%)  
12.5% Promotion Rate  
85.5% enrolled in Profit Sharing Plan  
Health, Dental, Life, Long and Short Term Disability  
Employee Activities Committee plans monthly events for the employees' entertainment

### **HALIFAX HEALTH**

Terry Martin  
386-254-4048

4374 Employees  
15.3% Turnover Rate (Survey Average: 34%)  
84% of the employees received training in 2007  
401k Plan, Fully Funded Retirement and Profit Sharing Plan  
Health, Dental, Life, Long and Short Term Disability  
New employees are assigned to a Preceptor to guide them through their learning period  
Employees completed a “Work Climate” Survey  
Employee Emergency Relief Fund  
Offers an off-site discount program for childcare

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