

TOP WORKPLACES

LEE MONTANA

2022



**TOP
WORK
PLACES
2022**



**LEE ENTERPRISES
OF MONTANA**

Billings Gazette • Independent Record • Missoulian
The Montana Standard • Ravalli Republic



Montana



Here's how the Top Workplaces were determined

BY BOB HELBIG | Energage

Montana employers have been challenged to retain and attract talent amid the disruption of the business environment during the COVID pandemic. Top Workplaces celebrates the employers that are getting it right.

The heart of the Top Workplaces program is an employee survey. The 24-question survey collects feedback from those who know organizations the best: the people who work there. Employee feedback is the sole basis for determining which employers make the Top Workplaces list.

This is the second year employee survey company Energage has partnered with Lee Newspapers in Montana to identify outstanding workplaces in the state.

“The employee experience needs to be on the mission-critical list,” said Eric Rubino, CEO of Energage. “By giving employees a voice and showcasing an authentic culture, organizations can attract those job seekers who complement their culture. Culture drives performance.”

For 2022, 11 employers made the winners list. Energage invited 782 organizations to participate, and they were eligible provided they had 35 or more employees in Montana. Most

of the surveying was done between November 2021 and March 2022. Surveys went out to 2,424 employees in the region, and 1,773 responded.

Employers were divided based on the number of employees in the region, in order to compare feedback of similar-size groups. Organizations that exceeded benchmark scores for each size group made the winners list. Within those groupings, organizations are ranked by the aggregate score based on the employee feedback; the more positive the employee responses, the higher the score, the higher the rank.

Energage also determines special award winners for some employers who have standout scores in certain areas of the survey, such as leadership, values, direction, communication, meaningfulness and benefits.

Why isn't a particular company on the list? Perhaps it did not participate, had too few employees to qualify or did not score high enough in the survey process. Each year, Energage also disqualifies a small number of participants based on irregularities in the employee survey responses, including if employees say they were pressured into answering positively.

Bob Helbig is media partnerships director for Energage, an employee survey company based in suburban Philadelphia.



To nominate a company for next year's program, go to topworkplaces.com/nominate/montana.

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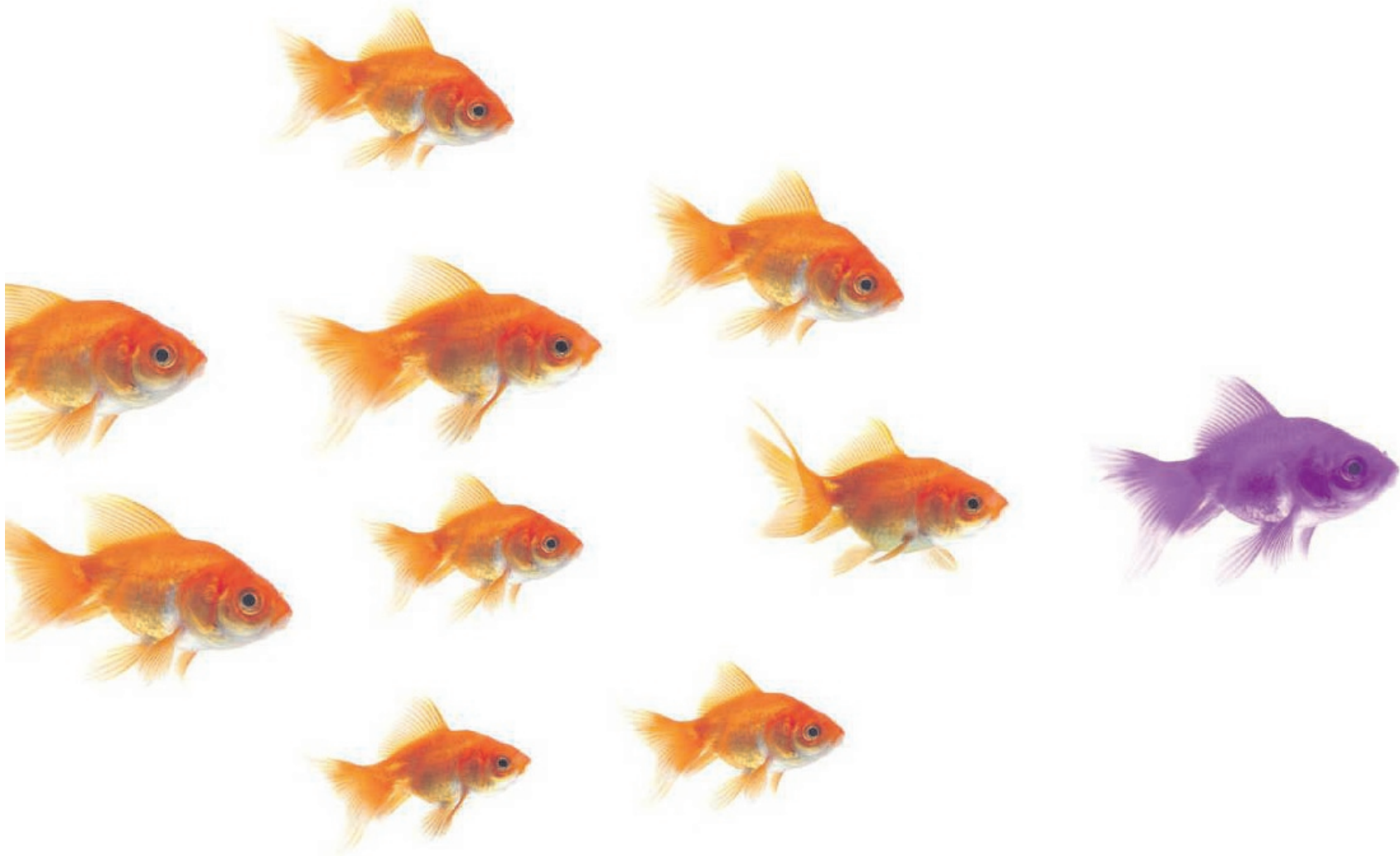


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No. 1 LARGE COMPANY MISSOULA BONE & JOINT AND SURGERY CENTER

SUPERIOR SERVICE in One Place

Missoula Bone & Joint and Surgery Center is an orthopedic clinic located in Missoula, Montana. The privately-owned employer has been ranked as the first-place winner of the 2022 Montana Top Workplaces in the large company category. With over 200 employees, Missoula Bone & Joint has been serving western Montana and its patients for over 60 years. The clinic and surgery center gets wonderful feedback from its patients, and its employees' sentiment echoes the same notion that everyone at Missoula Bone & Joint cares. The Center works hard to make a great experience for its patients, which in turn makes for a good work environment.



Comprehensive Services at a Glance

- 12 experienced board-certified Orthopedic Surgeons
- A Sports Medicine Primary Care Physician
- A Pain Management Physician
- 11 Physician Assistants
- 11 Physical Therapists
- A Hand Occupational Therapist

Missoula Bone & Joint's mission is to provide superior clinical orthopedic care to its patients at all times without having to go elsewhere for services. The Center's goal is to improve how its patients function at home and at work, so they can get back to doing the things they enjoy as

soon as possible. Missoula Bone & Joint's comprehensive facility provides comfort and convenience through the equipment it provides such as on-site digital X-ray imaging, MRI, Durable Medical Equipment (DME), an urgent care walk-in orthopedic clinic with evening and Saturday hours, physical therapy, hand occupational therapy, and a state-of-the-art AAAHC Certified outpatient surgery center with 6 extended stay private rooms for complex cases.

Not only does Missoula Bone & Joint care for its patients, its employees are also treated well. The Center strives to be the employer of choice in health

care. One of the ways it does that is by compensating its staff competitively, offering vast benefits, low-cost health insurance with an option of a HSA, 401k contribution, long-term disability, continuing education, paid time off with carryover, and discounts. In addition to these benefits, Missoula Bone & Joint offers opportunities for job advancement through shadowing and mentorship. The Center creates a culture of collaboration that fulfills everyone's role. Employees can also provide input on process improvements for patients and efficiencies within the orthopedic clinic and surgery center. It also has

employee committees that its staff can volunteer for.

The orthopedic clinic and surgery center also gives back through charitable contributions and volunteer opportunities, including its Athletic Training Outreach Program which trains sports medicine personnel at school sporting events; community outreach program that offers free educational seminars and workshops. It also has a school outreach program for children to learn about their bodies, what makes up their bodies, and what happens when they get an injury. For more information, visit www.missoulaboneandjoint.com.



No. 2

LARGE COMPANY WIPFLI LLP

ACCOMPLISHING SUCCESS THROUGH POSITIVE IMPACT

Wipfli LLP ranks among the top accounting and business consulting firms in the nation, with more than 100,000 clients and 3,100 associates. The firm was founded in 1930 and has expanded its business throughout the United States. It contributes to the success of its associates and clients. The company prides itself on being a diverse firm that specializes in a wide range of services and industries dedicated to enduring results, outstanding service, and lifetime relationships.

In addition to industry-focused assurance and providing services such as accounting, tax work, and consultations the firm sets itself apart by challenging its associates to stay curious and look for smarter solutions to the way its clients' problems are solved. One of Wipfli's goals is to make sure that its work has a positive impact on its clients by helping them overcome personal and business challenges while looking toward future success. Its core values are empower, connected, impact,

transparency, and flexibility; and you can see that in everything they do.

Beyond Wipfli's ties to its clients, the accounting and business consulting firm gives back to people in locations where it has a presence. To those that work there, service-oriented culture is important and is a part of what they do on the daily. Everyone at Wipfli is willing to get involved and help as much as they can. This is not only professional but personal to them and they strive to maintain the highest quality without unwarranted sacrifices. This group is forward thinking and always considers the impact their effect is making for generations to come. Wipfli encourages its associates to pursue their own passions and provides them with the flexibility to take an active role in and outside of work. For more information visit www.wipfli.com.



No. 3

LARGE COMPANY COMPUTERS UNLIMITED

CREATING CUSTOMIZED PROCESSES FOR BUSINESS

Computers Unlimited is an enterprise software company that was founded in 1978. Now, as of this year, it has employed over 170 trained team members to grow and deploy a customizable, integrated, ERP software solution to streamline all the various processes essential to running a business. The product software available to purchase is audiology, industrial, and medical. The same commitment the founders had all those years ago remains the same, to develop solutions that meet and exceed the needs of customers.

Computers Unlimited believes in its people, the quality of its products, and services to give customers every competitive advantage in their industry. As the creators of Total Information Management System (TIMS) software,



the company encourages its employees to do their work the best way they can for the businesses that use its products. Continuing education and other trainings are offered so that employees can do their jobs right. In addition to acknowledging the need for work, life, balance, Computer Unlimited also has comprehensive benefits and creates a work environment that can be challenging, yet casual environment to keep daily duties feeling new and interesting. For more information visit www.cu.net.



No. 4

LARGE COMPANY ELECTRICAL CONSULTANTS, INC.

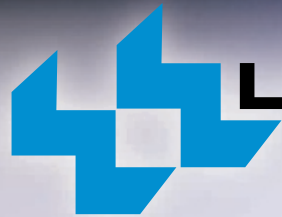
INNOVATION WITH LIGHTNING-FAST SOLUTIONS

Electrical Consultants, Inc. (ECI) has over 750 employees with multiple locations throughout the United States. Three of those locations are in Montana, and the company employs about a third of its team within this state. ECI started with a small group of four individuals providing service to a selection of power utilities and local industrial clients. Its mission is to combine the strengths of its people with the power of technology and innovation

to provide enduring quality energy solutions. ECI's company culture provides solid foundations to develop the next generation of design professionals. To find out more about their salary determination and benefits go to www.eciusa.com.



CONGRATULATIONS!



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TOP LARGE COMPANY LEADER DAVID SCHAER COMPUTERS UNLIMITED

“David actively works with his staff to assure that Computers Unlimited is always headed in the right direction. He is willing to constantly adapt and offer new ways to make our client’s lives and his staff’s lives easier.”

“David has worked hard to become a good leader. For the most part, I think he makes fair decisions based on the facts of a given situation. He doesn’t consider himself above the rules which I think is incredibly important.”

“He cares about the company and is in for the long haul. He gets excited about new technology and pursues the best ways create options and solutions for our customers. Total commitment! Very approachable.”

“He is very involved and engaged in everyday activities. He works very hard to try to make TIMS the leading gas/welding software on the market.”



LARGE COMPANY SPECIAL AWARD WINNERS

Each year, Energage identifies Special Award recipients chosen based on standout scores from employee responses to specific survey statements. While a company’s overall score (and ranking) on the Top Workplaces list is based on employee feedback for all statements, Special Awards are based on exceptionally high responses to a specific statement.

MANAGERS

“My manager helps me learn and grow”

Wipfli LLP – They make time to help me with any questions I have and make sure I am learning/getting what I need. They also check in occasionally to see how I’m doing.

“My manager cares about my concerns”

Wipfli LLP – We have conversations regularly about my workload, any concerns, or problems I am dealing with, any help that I need, and what will be coming.

DOERS

“At this company, we do things efficiently and well”

Missoula Bone & Joint and Surgery Center – Patient care is the top priority, along with a wonderful work atmosphere. Everyone is treated very well here, whether they are a patient or staff.

BENEFITS

My benefits package is good compared to others in the industry

Electrical Consultants – The ESOP is phenomenal! Having stock issued as a performance bonus is AMAZING! At my last job, I had to come up with thousands out of pocket to buy stock.

APPRECIATION

“I feel genuinely appreciated at this company”

Electrical Consultants – The friendly recognition given by managers. Not in a formal ceremony, just a “congratulations” or “good job” in the hallway.

We Are A Team - Come Join Us! TOP WORKPLACE IN MONTANA 2021 & 2022

WE ARE HIRING:

- Pain Management Physician
- Nurses - RN, CNA
- Physical Therapist
- Physical Therapy Tech
- OT/Hand Therapist
- Orthopedic Assistant
- Schedulers
- Front Office

Work-Life Balance
is Respected

Good Benefits
Package

Grow
As We
Grow



Provide Quality
Patient Care

Work Within A
Supportive Team

“Good people, good administration, my co-workers are amazing. The willingness of the team to work together to help out.”

“I love the people, my hours, and how family oriented the physicians and leadership is.”

LEARN MORE AT:
missoulaboneandjoint.com
2360 Mullan Road • Missoula, MT 59808
HR Direct Line: 406-532-8732
hrcordinator@missoulaboneandjoint.com



No. 1 SMALL COMPANY WATER AND ENVIRONMENTAL TECHNOLOGIES, INC.

BUILT TO SERVE AT THE CORE

For more than 20 years, Water & Environmental Technologies, Inc. (WET) has been hiring employees from the Montana area and supporting its clients within the area with their Civil Engineering, Environmental Engineering, and Consulting needs. The company has grown from a highly specialized group of groundwater professionals into full-service geoscience, environmental, and engineering consulting firm.

WET is a diverse and experienced team offering resources such as articles and training; including on-site and field training to students who already hold a certification and those who have never been certified as an SWPPP preparer and administrator, plus a course to help educate realtors on selling property in Anaconda-Deer Lodge County where there is an increased risk of contaminated soil, dust, and water.

The company operates on several core values that are embraced daily:

teamwork, innovation, integrity, performance, and value. The people at WET are second to none, they do meaningful work, and employees are consulted and respected on major company decisions. Team members feel that the work culture at WET encourages them to be their true selves and that they are seen as more than just another employee.

WET is 100% employee-owned, and shares are gifted to employees without any out-of-pocket cost. WET provides

an exciting work environment with employees who value collaboration and innovative ideas. And, not to mention the benefits are unparalleled. The company provides a competitive compensation package and opportunities for advancement; employees with personal or medical issues are taken care of very well, and the company has a PTO donation program.

WET has been ranked number one in the 2022 Montana Top Workplace in the small company category, and it is easy

to see why. Everything the company does, it is creating a positive effect on the local community. WET strives to provide services for those they serve at every stage, regardless of how large or complex the project is. It is focused on understanding and meeting the needs of clients from a variety of industries and markets. To learn about the research, more information on industry trends, and how WET is participating in professional and industry-related organizations, visit www.watervntech.com.





No. 2

SMALL COMPANY PROFITABLE IDEAS EXCHANGE

MAKING BUSINESS INTENTIONALLY INCLUSIVE

Profitable Ideas Exchange (PIE) is a business development consultancy that builds communities around the globe, helping senior executives understand, connect, and collaborate. Since 2001, successful leaders have used PIE to tackle the world's important challenges.

PIE's core values are not just for show. It is an inclusive company that allows its employees to use their past skills and experiences to creatively find solutions and provide ideas and feedback to streamline the way they interact with their customers.



Each year, PIE stays focused on its mission of making the world smarter and smaller. As a business, PIE is sought-after and considered a trusted partner. As an employer, PIE looks to hire the most positive, high-performing, and exceptional employees. The company provides employees autonomy and stretch goals that keep the work they do interesting. PIE also extends its work externally to do good for its clients, their coworkers, the community, and even outside of Montana. For more information on PIE's business foundation, its vision of tomorrow, and its future, go to www.profitableideas.com.

No. 3

SMALL COMPANY FRONTIER PSYCHIATRY, PLLC

CARE FOCUSED ON PASSION

Frontier Psychiatry, PLLC started with a passionate psychiatrist recognizing the need for care in rural states that focused on the patient and their unique needs. The privately-owned behavioral and mental health practice was created to provide smaller underserved communities an accessible way to speak to a professional about mental health issues.

Frontier Psychiatry is Montana's only all-virtual, locally-based telepsychiatry practice. As one of the largest psychiatry practices in Montana, it offers a full range of specialized psychiatric services. The practice services patients and their families as well as organizations and providers. Their employees are trained and are dedicated to giving 110% to their patients



and work with them to provide continuity even when transitioning as an outpatient. This sense of purpose and the belief that there isn't a one size fits all approach puts Frontier

Psychiatry in a class all by itself. To read more on how the practice is ensuring that its workforce is prepared to meet the challenges associated with providing care for all communities, visit www.frontier.care.

No. 4

SMALL COMPANY ALPS CORPORATION

FIVE-STAR SPECIALIZED PROTECTION THAT STANDS OUT

For more than 30 years, ALPS has been protecting lawyers by providing them with specialty insurance. This insurance company was founded by lawyers and is the largest direct writer of lawyers' malpractice insurance. It is endorsed by more state bars than any other carrier. All claims are handled by licensed and experienced attorneys, not adjusters.

Its team prides itself on providing 5-star customer service. ALPS gives its staff opportunities for



growth in the insurance company whether its leadership or shifting into a different department. ALPS stands out by offering progressive benefits and a welcoming and rewarding environment. ALPS is dedicated to a culture focused on constant improvement. For more information on ALPS services, visit www.alpsinsurance.com.



No. 5

SMALL COMPANY AIR CONTROLS



A TEAM COMMITTED TO INTEGRITY

This year Air Controls – Billings celebrated its 50th anniversary. The company is known for serving the community of Billings with all of its heating, ventilation, air conditioning, and refrigeration needs. Air Controls is also involved in the city and supports local organizations through different means of contribution.

Air Controls is a family-owned business, and one of its many keys to success is taking care of its staff. The company offers its team members and their dependents 100% premium paid health, dental, and vision insurance, profit-sharing, and wellness benefits. Air Controls is committed to operating with integrity and setting its hard-working team up for success. For more about Air Controls – Billings, go to www.aircontrols.com.

No. 6

SMALL COMPANY STAHLY ENGINEERING



EXCELLENCE THROUGH RELATIONSHIPS

Stahly Engineering is a heavy construction and civil engineering firm. For half a century, this full-service company has been providing engineering excellence. Its key to success is being open to change and allowing employees to work on projects that make an impact in the community and that are customized to fit their clients' needs.

Stahly Engineering is an employee-owned firm and believes in building positive relationships by delivering quality service. By giving employees the flexibility to assist both their public and private sector clients, they feel like they can do their job to the best of their ability without restriction. To learn more about Stahly Engineering, go to www.seaeng.com.

No. 7

SMALL COMPANY WEALTHVEST MARKETING



PLANNING FOR GROWTH IN AMBIGUITY

WealthVest is a marketing wholesaler that's focused on life insurance, annuity, and retirement investment needs. The firm assists retirees with tools to plan for unforeseen circumstances. The company is redefining the way financial services are used to help financial professionals grow their businesses.

Not only does WealthVest help its clients' businesses expand, but it also promotes growth and success within the firm by valuing ideas and respecting its employees' needs. It has also created online resources for individuals to learn techniques, marketing strategies, and best practices. WealthVest is an independently-owned financial services firm specializing in the distribution of low-risk, high-quality products to banks and broker-dealers. To learn more or take a course, visit www.wealthvest.com.

TOP SMALL COMPANY LEADERS

DR. ERIC ARZUBI & DR. REZA HOSSEINI GHOMI FRONTIER PSYCHIATRY

Eric and Reza inspire confidence. They drive us with passion and a true vision for helping those with mental illness in Montana. Not only do they care about quality care for others, but they truly care about every employee's wellness. They also believe a company should have a great work/life balance. They encourage all employees to keep our hours to a normal day and that's greatly appreciated.



SMALL COMPANY SPECIAL AWARD WINNERS

Like everything with Top Workplaces, the employees determine the outcome, including the Special Awards. So, it's truly an honor for the companies that receive these awards.

BEST DIRECTION

"I believe this company is going in the right direction"

WealthVest – Always forward thinking

NEW IDEAS

"New ideas are encouraged at this company"

Profitable Ideas Exchange – With ample opportunities to contribute and discuss.

MEANINGFULNESS

"My job makes me feel like I am part of something meaningful"

Water & Environmental Technologies, Inc –
What our company does benefits others and the future.

VALUES

"This company operates by strong values"

Alps Corporation – Our CEO does a great job of not only communicating the company values but by displaying them in his actions. This applies to all members of the leadership team.

CLUED IN SENIOR MANAGEMENT

"Senior managers understand what is happening at this company"

Stahly Engineering – The fact that they are continuously focused on the forward direction of the company shows that they are in tune with what is going on within the firm.

COMMUNICATION

"I feel well-informed about important decisions at this company"

Profitable Ideas Exchange – The core leadership team makes a conscious effort to be transparent about financial decisions regarding the company, which allows the full team to feel like we're all part of the same project.

WORK/LIFE BALANCE

"I have the flexibility I need to balance my work and personal life"

Frontier Psychiatry – Drive, passion, and a true vision for helping those with mental illness in Montana receive quality care, truly care about employee wellness

TRAINING

"I get the formal training I want for my career"

Air Controls – Billings – Lennox training



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OVER 20 YEARS OF ENVIRONMENTAL AND CIVIL ENGINEERING SERVICES

Since its inception in 2000, WET has grown from a highly specialized group of groundwater professionals into a full-service geoscience, environmental, and engineering consulting firm.



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WYOMING | Sheridan

(406) 782-5220

info@waterenvtech.com
waterenvtech.com



WEALTHVEST AWARDED MONTANA'S TOP WORK PLACE



We are honored to be awarded Lee Enterprises' 2022 Top Workplace. Their award program is employee research-based and ranked against national standards.

Without the dedication of WealthVest's amazing staff and leadership, especially their tireless service while having fun doing it, this distinguished award would not be possible.

We are very thankful for this recognition and privileged to be part of **MONTANA'S BEST!**

