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## **PROCON named “Best Companies to Work For” in the Granite State**

September 15, 2017 - Front Section

Manchester, NH In September PROCON was named as one of the “Best Companies to Work For” in the Granite State. PROCON is an architectural, engineering and construction management firm all under one roof, and was selected as a “best company” winner for creating a high engagement workplace for its nearly 200-strong employees.

Why is PROCON a Best Company? Beyond the built-in collaboration is a definable environment of generosity, gratitude and service to one another, where people matter as much as their hard work. Enthusiasm is a common thread in the culture, egos are left at the door and “T E A M” is not a cliché, but a way of life. Caring starts at the top with the friendly CEO Mark Stebbins, and carries over to approachable co-presidents and an executive leadership team who know all the employees by name.

Unique Perks and Benefits: Health care premiums may be on the rise, but PROCON has not raised employee premiums in over 19-years, but instead, picks up the difference when insurance rates increase. Work anniversaries are celebrated, birthdays are acknowledged, and all this is liberally sprinkled with fun, team-building activities throughout the year. Past and present events have included amusement park trips, family-fun day, cook-outs, rock-climbing, golfing days, Patriots and Red Sox events and more. One of the company’s annual gifts to employees is a gift card to Land’s End with a wide assortment of corporate apparel for employees to choose. What’s more, the company also passes along its profits with annual bonuses and surprise extra paychecks that are given randomly throughout the year to all employees.

Transparent Leadership: PROCON believes in “Walking the Talk” and nowhere is this more apparent than in its financial transparency. Every quarter there is an “open book” financial meeting revealing the company’s current profit and loss margins followed by questions and answers with the CEO. Such honesty about their books empowers employees with powerful messages such as, “We trust you” and “Your hard work makes us successful.” This ideology is consistent through the promotion of its vision, mission, and values that are clearly communicated, talked about and etched onto everything from note pads and mouse pads, to coffee mugs and more.

Gratitude in Motion: 2017 is the company’s “Year of Gratitude.” It is a 360 degree message that has woven its way throughout the fabric of the culture; from pithy login screen messages to a kudos wall for employees to hand-write thanks to their teammates. The company has also found numerous, memorable ways to express their gratitude to employees on a regular basis. Everyone from

superintendents and carpenters/laborers to office personnel is remembered in the company's gratitude messages. It is not uncommon for employees to arrive at work and find a gift sitting on their desk. Each gift is always thoughtful and often personalized with a "thank-you" note from the officers.

**The Happiness Message:** The grateful message also wound its way into PROCON's recent "Happy Video." Nearly the entire company volunteered to be a part of the video that had rough n' tough construction workers dancing and lip-synching alongside executives and office personnel. The vast majority of its workforce was only too happy to let the world know how they felt about Team PROCON. More than anything else, it embodied the company's spirit and esprit d'corp.

**Employees Stay:** In an industry known for its 33% turnover rate, PROCON is an enigma with just 6% leaving in a given year. In fact, the average person stays with the company for 11-years. There are advantages to long retention such as employees build relationships with each other; gain a depth of understanding about the company, its services, partners and clients. The leadership firmly believes that long-term personnel are invested in the good of the company and that reflects on how well they engage with its partners.

**Community Impact:** The company champions giving back to their local community and partners with employees to support multiple charities in the Granite State and throughout New England, such as Easter Seals of NH and Granite United Way. Their outreaches include annual capital campaigns and fundraisers, community building initiatives, 5K charitable runs, and the company is even willing to match giving to an employee's charity of their choice.

Awards Tell a Story: As one of New England's largest design-build firms, PROCON has garnered numerous awards for senior living, brownfields re-development, Excellence in business, urban economic impact, business of the year, and multiple Associated Builders and Contractors (ABC) Excellence in Construction Awards. Yet, all of the recognition has only been possible because of its outstanding workforce.

In the final analysis, one of the company's proudest achievements has been winning the 2017 "Best Companies to Work For" award. Because, this award more than any other, is a composite result of PROCON's employee input, and a direct reflection of how they feel about the PROCON family.

PROCON is a single-source, design and construction management firm serving multiple market sectors throughout the Northeast. The 82-year-old, 4th generation company was built on integrity, lasting partnerships, and a steadfast commitment to client success. The company's one-stop-shopping approach to design, engineering and construction services means that at PROCON, every solution is just down the hall.