



Kelly Walker

*Benchmark Environmental
Consultants*

My BEST business decision....

“The best business decision I ever made was challenging how our industry treats its greatest asset, our employees.

First, I discontinued the use of time sheets. In my opinion, time sheets are the most morale-breaking, inaccurate measurement of a person's time. It is counterproductive in itself for a person to have to monitor what they do in 15-minute increments.

All our employees get the week between Christmas and New Year off in addition to two weeks vacation. Each employee gets one Friday off a month, so everyone has at least one three-day weekend a month. We allow our employees the option of working one day a week out of their home. We have nontraditional company holidays such as State Fair Day and The Great American Holiday, and we have a flex-time policy.

In addition, we have a quarterly bonus program that doesn't take a rocket scientist to figure out. We also have a quarterly 'massage day' where a massage therapist comes in and gives everyone a 30-minute massage.

We encourage taking great care of our clients by offering monthly awards to employees, including the Going Above and Beyond award. It is given to a person who has gone beyond what is expected of them for our clients. The Making Them Look Like Heroes award goes to a person who has done whatever it takes to help the client always look their best. The Benchmark Star award, a check for \$250, is voted on by their peers.

In return for these perks, we get a profitable business with happy employees and happy clients."