

2nd Place
Small (1 to 100 employees)

PHOTOGRAPHER / SCOTT PAULUS

Burkwald & Associates Inc. N27 W23960 Paul Road, Pewaukee
Dan Burkwald (third from left), with Valerie Sylvester, Christine Meyer and Scott Schultz . . . "My attitude is that your family comes first, and I recognize that."

Burkwald & Associates Inc.

Daniel Burkwald knows how to treat his employees right — it's what he does for a living. His firm, Burkwald & Associates Inc., provides employee benefits consulting to other businesses.

Burkwald & Associates is a small company with big company benefits, which is a testament to the owner's sacrifice, said senior client relations manager Scott Schultz.

"I think it's an anomaly," Schultz said. "I think that's dedication and conviction on the owner's part to offer (so many benefits)."

The Pewaukee firm's 14 employees are directly involved in corporate goal setting, with Burkwald providing an open door policy for employee concerns and input.

"We have an environment where people know they can have a material impact on the business with ideas," Burkwald said.

Employees routinely take assessment tests to determine their interests and strengths, and are then placed or retained in a position based on those strengths, Schultz said. This assures that employees are only working on things they want to do and at which they can be successful.

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profile

"I think most people think it's fun to work here because they're not asked to do anything they don't want to do."

Scott Schultz, senior client relations manager

cause they're not asked to do anything they don't want to do," Schultz said.

In addition to providing life, health, dental and disability insurance, Burkwald generously matches employees' 401(k) plan contributions.

Company-sponsored on-site wellness programs — including yoga, pilates and lunch-and-learn programs — are offered several times per year.

Burkwald & Associates employees also have year-round flex hours, where half the staff can take off every other Friday at noon. Paid vacation leave is available on an incremental basis corresponding to

length of employment.

Since the firm saw a 42 percent gross revenue growth in 2007, the company holiday party included a grab bag with presents like flat-screen TVs, digital cameras and global positioning systems. Employee length of service recognition gifts include spa days and all-expense-paid family vacations.

Burkwald & Associates has a supportive culture, and if employees need time off for personal matters they are not afraid to ask for it, Burkwald said.

"My attitude is that your family comes first, and I recognize that," Burkwald said.

In addition, job-related education and training expenses are paid for or reimbursed by Burkwald & Associates. It is fairly easy to move up within the company, and Burkwald looks at its own employees first when filling open positions, Schultz said.

The number of tenured employees, several having worked at Burkwald & Associates more than 10 years, tells Burkwald he is doing things right, he said.

Burkwald said he hires employees he knows will be compatible with each other and assures each employee has equal say in the company.

"I'd like to think that they don't think of anyone as a boss," he said.

— Molly Newman



WEB SITE:

www.burkwald.com

TYPE OF BUSINESS: Employee benefits, communication and education consulting

YEAR FOUNDED: 1978

EMPLOYEES: 14

CHIEF EXECUTIVE AND OWNER: Daniel Burkwald

SCORE: 96.3