

NH's #6 BEST LARGE
COMPANY TO WORK FOR

EPTAM Plastics

2 Riverside Business Park, Northfield

www.eptam.com

President: Jeff Hollinger

Years in Business: 30

NH/Total Employees: 105

Years on List: 2

Company Description: Manufactures precision-machined plastic components

Benefit Highlights: Profit sharing up to \$4,500, flexible schedules, wellness fair, tuition reimbursement between 65 and 100 percent based on grades, memberships to BJ's, onsite fitness room, catered quarterly lunches, company outings, and gift certificates for going beyond the call of duty



From left: Sue Watts, accounts payable; Tony Wilson, CNC programmer; Jeff Hollinger, president; Kelly Wuest, shipper; Marcia Trimm, QC coordinator; Paul Larose, machinist; Charlie Pauwels, purchasing specialist; Nancy Rider, machinist.

Just as EPTAM machines plastic with precision care, so too has it carefully molded its culture to be one of the Best Companies to Work For in NH.

The company involves employees in the decision-making process every step of the way, from training fellow employees to developing processes to improve delivery times and product quality. A "Train the Trainer" program sends employees to outside training to help them standardize and organize training techniques. Classes include shop math, equipment set up, blueprint reading and the use of inspection equipment. "People enjoy sharing some of their skills," says President Jeff Hollinger. "We're constantly striving as a company to do more difficult work in more specialized markets. The only way we will be successful as a company in those markets is if we can increase the skills of everyone here."

This year, the company added a second floor and expanded its manufacturing space by 6,200 square feet. A group of employees worked with a consultant to layout the new space. Whenever the company purchases new machines, those who will be using them meet with managers and suppliers to determine the machine's configuration. "We're only as good as our people. If you give people a say in their job, you're doing two things: You are reducing the stress those people are under and you are empowering them to make things better. In most cases, they are the experts."

With the expanded space, Hollinger says the company can grow business \$6 million to \$7 million, an expansion that employees will

benefit from through profit sharing. Employees receive an additional eight hours pay, paid quarterly, each month the company makes its monthly goal. When sales exceed goal, employees receive a profit-sharing bonus. Last year, bonuses totaled just under \$4,500 per person and the company increased profit sharing allocations to employees by 50 percent for 2012. Do these perks work? With a turnover of less than 3 percent, it seems so.

Wellness is also a central focus at EPTAM. Employees can meet with a wellness coach every other month to discuss their emotional and physical health and be tested for blood pressure and other health barometers.

The company also offers financial planning sessions for employees. The company sponsors a smoking-cessation program and an annual health fair.

Keeping people healthy has not only increased productivity, it saves employees and the company money. Due to low health claims this year, health insurance premiums for employees are dropping slightly.

Other employee perks include an onsite fitness room, BJ's memberships, tuition reimbursement for graduate and undergraduate classes, and catered quarterly lunches. Hollinger is proud that EPTAM can be a model for successful manufacturing companies. While the company did suffer during the recession, it has since rebounded, hiring 34 new employees since January 2010.

"This company values people for what they are able to contribute and I think that is one of the main reasons we have been successful," Hollinger says. "We try to show our people that we do that." ■

“EPTAM allows me to do my job in my style with very few restrictions. I'm able to make independent decisions with the freedom and knowledge that I will not be second-guessed.”

**-Charlie Pauwels
Purchasing Coordinator**