

1ST PLACE
medium businesses 101 to 1,000 employees



Industrial Electric Wire & Cable Inc. 5001 S. Towne Drive, New Berlin
From left, Nyleen Trimborn, Erica Roberts, Dave Matchan, Tom Giesfeldt, Bob Hengst and Dori Ross.

PHOTOGRAPHER / SCOTT PAULUS

WIRE TO WIRE

Industrial Electric Wire & Cable shares in the wealth

It's not surprising that the employees love working for Industrial Electric Wire & Cable Inc. After all, they own it.

"People aren't just employees here," said Erica Roberts, the firm's human resource director. "They're an owner. Everybody knows that they are part of the ownership of the organization."

Founded in 1962 by Ted Krzynski and Harlan Murray in Milwaukee, the firm became an employee stock ownership plan company in 1986. There are 275 employee/owners overall with about 140 in New Berlin at the corporate headquarters and warehouse. Distribution centers and sales offices are located across the United States, with foreign operations in Canada, central Mexico, Germany and most recently, China.

"Fundamentally, regardless of where you work, you will be expected to be more than just an employee. Your opinion counts, the work that you do counts," Roberts said. "As a result of that hard work, we want you to share the wealth of the organization."

The biggest incentive seems to be sharing in the company's profits. After a year of ser-



profile

vice in the United States, contributions into an individual's employee stock ownership plan range between 10 and 25 percent of their federal W2 compensation, Roberts said.

"Our employees get to see the wealth that's created of the organization," she said, adding that there are also 401(k) plans available.

Industrial Electric offers a wide range of insurances, including medical and dental plans. A wellness program and voluntary health risk assessment help lower the company's insurance premiums. Short- and long-term disability, life and accidental death and dismemberment policies are also offered.

In addition, flexible spending accounts handle out-of-pocket medical expenses, and paid holidays, vacation, sick and personal days are provided.

Working out during lunch to break up the work day happens at the company's on-site

fitness center. Those exercising away from the job enjoy gym fee reimbursements.

Each employee has a workstation computer with full access to the firm's real-time business metrics. They can drill down into sales and shipping figures, even profits. And the company's Web site has an Intranet for hosting electronic garage sales.

Other perks include college tuition reimbursements and a Ted Krzynski and Harlan Murray Scholarship program which provides up to \$5,000 annually to qualifying dependents of the employees.

Company-paid trips highlight the many recognition programs. After 25 years, employees earn an all-expense trip anywhere in the world.

Annual company activities, luncheons, picnics, holiday parties and motivational speakers also add to Industrial Electric's culture.

With less than 3 percent turnover after the first year of service, Industrial Electric seems to be where a job can quickly become a life-long career.

"People come and stay," Roberts said.

— Joe Totoraitis



WEB SITE:
www.iewc.com

TYPE OF BUSINESS:
Distributor of wire, cable and wire management products with warehouses and sales offices in the United States, Canada, Mexico, China and Germany

YEAR FOUNDED:
1962

EMPLOYEES:
145 locally
(275 companywide)

CHIEF EXECUTIVE:
David Nestingen