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THE ELECTION IS OVER

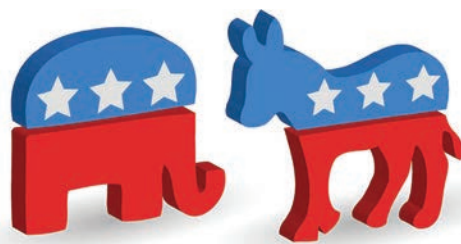
But is your staff over the election?

Frances Johnson
The Enterprise

The 2016 presidential election has come and gone, but emotions about the results can linger and might interfere with productivity and friendly employee relations in the workplace. Fortunately, national and local HR professionals have helpful hints for navigating choppy post-election waters.

Elaine Bryant, an advisor with the Society for Human Resource Management's HR Knowledge Center, said it can sometimes be appropriate to treat employees who are upset about election results as you would treat

someone who is grieving. HR managers might even consider recommending employees see a therapist, perhaps through a company's employee assistance program.



Politics in the Workplace

The point is not to avoid political discussions entirely, SHRM advises, but to keep them civil. Managers should pay attention and intervene when conversations cross the line and people start to get upset. Managers can change the subject with a line such as, "I can see you are all really passionate about this. Maybe we can apply that passion to meeting our sales goals this month."

But sometimes it might be best to just nip political discussions in the bud. Managers and employees can be prepared to say something like,

Office Equipment Dealers

Ranked by Number of Utah Employees

Rank	Company Name Address	Phone Web	Employees	Number of Utah Locations	Number of Multi-Function Products Sold to Date in 2016	Services Offered	Brands of Machines Sold
1	Les Olson Co. 3244 S. 300 W. SLC, UT 84115	801-486-7431 lesolson.com	200+ 13,000+	7	2,500+	Equipment sales, equipment service, managed print services, managed IT services, equipment lease options, equipment rental options, document storage software, digital presentation systems, data security and backup, computers, servers, telephone systems, equipment supplies, equipment moving, technical support, ongoing training of purchased products, cabling services for networks, ongoing network monitoring, scanners and scanning software, project-based support, mobile device management	Sharp, HP, Dell, eFilecabinet, Docuware, Dato, Fujitsu
2	VLCM 3520 S. 300 W. SLC, UT 84115	801-262-9277 vlcmtech.com	105 DND	DND	DND	Managed print services, hardware repair, warranty, wireless site surveys, Office 365 migrations, professional services, virtual optimization, cloud consulting and assessment, IT security assessment, unified communications, audio/visual	Canon copiers and scanners, HP printers, Shoretel, IBM, Epson, Aruba Networks, HP Networks
3	Valley Office Systems 2500 S. Decker Lake Blvd. Ste. 24 SLC, UT 84116	801-770-3300 valleyofficesystems.com	30 DND	3	DND	Copiers, printers, scanners, production, document management, printer fleet management, and free business document assessments	Ricoh, Canon, Kyocera and HP
4	Ability Business Solutions 1556 S. Main St. SLC, UT 84115	801-466-8486 absolutah.com	6 400	1	100+	Sales and service of printers, copiers, scanning. Also IT services	Lexmark, Xerox, Konica Minolta, HP, Sharp, Ricoh
5	CopyDoc Inc. 724 W. 500 S. Ste. 700B West Bountiful, UT 84087	801-294-5686 copydocutah.com	2 1,000	1	100	Sales, service and supplies for nearly all brands of multifunction copiers, laser printers, fax machines	Kyocera, Copystar, Canon, Samsung, Okidata, Brother
6	Pacific Office Automation 1325 W. 2200 S. SLC, UT 84119	801-990-4001 pacificoffice.com	DND	1	DND	Copiers, printers, service, managed IT	Konica Minolta, Canon, Lexmark
7	Copiers For Less 708 W. Confluence Ave. Murray, UT 84123	801-261-0510 copiersutah.com	DND	1	DND	Service and maintenance contracts, machine sales	Konica Minolta, Lexmark

The office renaissance

A diverse workforce dictates a new look at office layout

Change in office planning principles is nothing new. The office has been evolving and devolving for decades. What has become markedly different in the past five years in office space planning is the speed of change and the impact of technology on the workplace. However, running right below the surface of these dynamics is an elusive, difficult-to-define and even-more-difficult-to-execute workplace change management endeavor.



SEAN
WRIGHT

In recent years, many organizations have seen workers reject uninspiring workspaces that are built on a foundation of standardized efficiency. In many industries there have been full-scale departures from conventional workplace norms such as cubicles and private offices. Changes in work patterns and access to mobile technology have had a significant impact on how, when and where people work. Nonetheless, changes in the organizational ecosystem of the office such as leadership hierarchy and style, employee engagement and recognition of the impact of the work environment on employee's emotional, cognitive, social and physical well-being have emerged as key drivers in rethinking office space.

As compelling as these key drivers are, I feel strongly that they are not the foundational premise on which organizations are addressing their physical workspaces. I have heard many argue that millennials are the primary source of rethinking of the workplace. Catering to their desires to work more fluidly and have access to a variety of workplace settings has increased. Millennials' entrance into the workforce has an impact, but I don't believe this new generational class of worker is driving the office renaissance. This "thing" is much deeper and more profound.

It was not long ago when smartphones, tablets and Wi-Fi became ever-present, that many critics and forward thinkers predicted the end of the office. But I am confident that the office is not going anywhere. Work at its very core is a social exercise, a social exercise whose successes can be arguably measured by the level of engagement of the various employees, from executives to rank-and-file staff.

Modern work is a chaotic balance between working with others and working alone. I have witnessed this balancing act play out as workers are driven to seek out, demand or other-

wise create their own ideal workplaces. Employee engagement or disengagement has a huge impact on the relative productivity and effectiveness of both small and large organizations. Employees who are engaged have a strong sense of connectedness to the organization and the people they work with. Recent research has brought to light a very compelling element that is changing the workspace and may well be exposing employees' drive to alter the very concept of work.

One of the leading research firms in the world that focuses on workplace issues and its dynamics is Steelcase. Steelcase is the largest commercial furniture manufacturer in the world and is a global organization. Over the past few years, Steelcase has invested greatly in primary research that seeks to answer many theories and questions regarding this elusive "thing,"



employee engagement. For the past two years, Steelcase has conducted a global employee engagement study in 17 countries with more than 12,000 participants. In short, what this study exposed is the worldwide dilemma of low levels of employee engagement. In fact, the aggregated data showed that a mere 13 percent of all employees are highly engaged. This study is something that company leaders and managers need to review. I speculate that in the coming decade, Utah will experience extreme competition to acquire, engage and retain talent. Managing that talent to yield positive business results will become increasingly more difficult. So how then does that impact the workplace in terms of functional design, aesthetics and amenities?

As numerous organizations have

quickly moved toward more open plan work environments, employees have been forced to develop coping skills. They improvise solutions or create hiding strategies to get their work done. The problem is not that the open plan concept is inherently bad or ineffective. I see these types of activities in many work environments, from medical facilities to technology companies and financial organizations. The issue at one level appears to be critical emotional and cognitive employee needs have been overlooked or possibly ignored.

For example, what options have been given to employees who are naturally introverts to address their need for focused concentration and clear physical and social boundaries? Likewise, how does the work environment aid in building trust throughout the organization? What these themes and issues point toward is a coming enlightenment in space planning and design. I believe

we are on the front row of what will be an amazing leap forward in the work-sphere.

My term "worksphere" is a made-up word to describe what I believe is coming. Companies and their leaders will continue to grapple with hiring and retaining employees. But more importantly, employee engagement will become very critical to address from a management, workplace design and cultural point of view. The workplace is already being impacted by organizations on the leading edge of understanding employee engagement.

The office that is being shaped by employee engagement strategies is one that not only allows but encourages worker mobility, provides degrees of separation for focused solo work and, personal privacy and includes spaces

that support organizational privacy. And maybe, most radically, breaks down or flattens organizational hierarchy.

Richard Straub, the CEO of the European Drucker Forum and a veteran of over two decades in leadership at IBM, notes, "If an organization is very hierarchical and very bureaucratic, that kills community." Now, that isn't the most earth-shattering diagnosis of organizational dynamics, but it presents a key attribute that company must plan for in their coming management structures and physical facilities. Spaces will evolve with a broader range of spaces — spaces that build community, stress social interaction, and allow visibility and access to managers as well as company executives. There will be greater focus on employee emotional well-being through space planning and aesthetics.

We have already begun to see an introduction of residential-feeling spaces in commercial spaces. I strongly believe that this "residential" (residential meets commercial) movement helps lower employee anxiety and builds a more egalitarian culture. Freedom to work in a variety of settings coupled with close proximity to key company leaders is a crucial component in building trust. Leadership working among the broader team is a kind of secret ingredient that will aid in heightened employee engagement.

The office renaissance that I believe is coming will not have a rote formula. I believe that studies like the Steelcase Global Engagement Report (the report is available at www.steelcase.com/engagement) will continue to shape our understanding of complex workplace issues.

In this sea of workspace planning uncertainty, I do find that there are emerging constants. The workforce is becoming increasingly diverse. Not only are millennials solidly in the workforce now, but boomers are working longer than previous generations. The workforce is becoming more culturally and ethnically diverse and there appears to be a real engagement gap that has slowly but steadily grown worldwide. Business leaders will be wise to invest time and energy in tackling the illusive issue of employee engagement. I believe it will become the most significant challenge that executives face in the coming decade.

Sean Wright is vice president and dealer principal at Midwest Commercial Interiors in Salt Lake City. He has 20 years of experience in the development, design and construction industry.

Office Furniture Dealers

Ranked by Total Revenue 2015

Rank	Company Name Address	Phone Web	Total Revenue 2015	Number of Full-Time Utah Employees	Products and Services	Notable Projects	Head of Local Operations
1	Midwest Commercial Interiors 987 S. West Temple SLC, UT 84101	801-359-7681 mwciutah.com	\$35 million	84	Utah's only authorized Steelcase dealer, commercial furniture, interior design services, commercial flooring, interior finishes, architectural products, modular architectural walls and interior glass	Weber State University, Tracy Hall Science Center, CareerStep corporate headquarters, StorageCraft corporate headquarters, FJ Management corporate offices, Intermountain Healthcare corporate offices, BYU Life Sciences Building, Instructure corporate offices, Thumbtack Utah offices, Utah State University, Maverik Stadium, UofU, Farmington Medical Center	Marshall Tate President/CEO
2	Interior Solutions 522 S. 400 W. SLC, UT 84101	801-531-7538 interiorsolutions.net	\$28 million	100	DIRTT, Kimball Office, 100+ other furniture lines, in-house installation team	W.W. Clyde, O.C. Tanner, Security National, EnergySolutions, The Boyer Co., Tall Tree Health, Mountain West Truck Center, Cicero Group, Zions Bank	Brent Kartchner
3	SHI Office Furniture 5098 Amelia Earhart Drive SLC, UT 84116	801-355-8811 shiofficefurniture.com	\$1.8 million	15	New, used and refurbished cubicles; case goods; service and installation, design and space planning; relocation services	Lockheed Martin, UofU, Orbital ATK, UCCU, BAE, United Title Services, Academy Mortgage, Flagship Homes, City Wide Home Loans	Zack Inman
4	Office Furniture Brokers 1475 W. 9000 S. West Jordan, UT 84088	801-809-4168 officefurniturebrokers.com	\$1.6 million	2	New and used office furniture in our 60,000 sq. ft. showroom	Health Equity Colonial Flag Finicity	Robert De Klerk Managing Director
5	Linda's Furniture Plus Inc. 3330 S. Highland Drive SLC, UT 84106	801-487-3992 lindasfurniture.com	\$1.6 million	12	Office desks, bookcases, credenzas, files, home office desks, sofas, loveseats, dining room, bedroom	DND	Robert Slater
6	Wood Revival Desk Co. Inc. 2502 S. 3270 W. SLC, UT. 84119	801-972-4224 woodrevival.com	\$500,000	5	Solid wood office furniture, custom furniture, kitchens	Waldorf School tables and benches, many offices across the valley, several banks in Oklahoma and Texas	Charles Hastings
7	Henriksen/Butler 249 S. 400 E. SLC, UT 84111	801-363-5881 hbdg.com	DND	DND	Furnishings, floor coverings, space planning, storage, Herman Miller certified, DIRTT and Spacesaver certified dealer	Treager Grills, O.C. Tanner, Nu Skin, DoTerra, Thermoworks, 1-800 Contacts, Glendale and Park City Library	David Colling CEO
8	ROSI Office Furniture 2250 S. West Temple SLC, UT 84115	801-486-7711 rosiofficefurniture.com	DND	15	Office furniture, space planning and design	DND	Keith Moon
9	Western Interior Services 2438 S. 2570 W. SLC, UT 84119	801-973-8255 westerninterior.com	DND	34	Office furniture, equipment, interior decorators and designers	DND	Richard Schettler

Commercial Printers

Listed by Number of Full-Time Utah Employees

Rank	Company Name Address	Phone Web	Number of Full-Time Employees in Utah	Year Established	Gross Sales in Utah 2015	Company Description of Service	Owner/Manager/CEO
1	Peczuh Printing 355 E. 100 S. Price, UT 84501	435-637-0256 peczuhprinting.com	145	1962	\$27 million	Commercial printing	Frank Peczuh Jr.
2	Sun Print Solutions 2105 W. Printers Row SLC, UT 84119	801-972-6120 sunprintsolutions.com	104	1941	\$21 million	Commercial printing, packaging, direct mail & variable data printing	Jeff Isbell
3	Transcript Bulletin Publishing Co. 58 N. Main St. Tooele, UT 84074	435-882-0050 tbpublishing.com	36	1892	\$4.2 million	Offset printing, publishing, design, newspapers, signs, banners, mailers, magazines, books	Scott Dunn Perry Dunn Clayton Dunn Curtis Dunn Bruce Dunn
4	Carr Printing Co. Inc 580 W. 100 N. P.O. Box 888 Bountiful, UT 84011	801-295-2321 carrprinting.com	29	1890	DND	Full color offset and variable image digital printer including large format banners and displays. From design to mailing we are known for our value	Lloyd B. Carr President
5	Utah Bank Note Co. Inc.- UBN Printing Services 4100 S. West Temple SLC, UT 84107	801-262-0074 ubnprint.com	6	1935	DND	General commercial printing, business forms, checks, multi-part forms, NCR forms	Rob Pannier
6	Hudson Printing Co. 241 W. 1700 S. SLC, UT 84115	801-486-4611 hudsonprinting.com	DND	1909	DND	Commercial printing, etc.	Bob Aris



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ELECTION

from page F1

“I think we should agree to disagree about politics but I hope we can still work together.”

According to Lance Madigan, who works in media relations for Intermountain Healthcare, his company does not have a set policy or script for handling political discussions in particular, but he said the standard rules of employee relations apply to politics in the workplace: respectful commu-

nication and a workplace environment friendly to everyone.

Madigan said that Intermountain handles political matters with a policy statement:

“As a not-for-profit company, Intermountain Healthcare neither endorses nor opposes any political party or candidate. We respect the right of our employees to be politically active, as long as they are careful to ensure that their statements and activities do not imply that they speak for, or reflect the views of, Intermountain in any way.”

The American Psychological Association also recommends turning off office televisions — or at least avoiding news channels. Managers can also create a politics-free zone in the office, a place like a break room or conference room where political discussions aren’t allowed.

Employees can also do their part to redirect their energy and high emotions. Managers can suggest taking a walk at lunch, taking a few minutes to play mindless games on smartphones or getting a favorite treat like an ice cream cone. Employers should tell employees

that if they feel uncomfortable or confronted, it is always all right to politely ask for time and space to process their emotions on their own.

Additional tips from SHRM include telling employees:

- Don’t gloat if your candidate won — and don’t predict the end of the country if your candidate lost.
- Don’t continue an argument that will get you nowhere.
- If you need to vent, do so with people who share your views.
- Put the presidential campaign in a box, leave it on the shelf and move on.

Temporary Staffing Firms

Ranked by Number of Temps Assigned Per Week in Utah

Rank	Company Name Address	Phone Web	Number of Temps Assigned Per Week in Utah	Number of Full-Time Utah Employees	Number of Utah Offices	Industries Served	Benefits Available
1	Spherion Staffing 204 E. 900 S. SLC, UT. 84111	801-519-5093 spherion.com/utah	1,230	38	6	Light industrial, clerical, accounting and finance, technology, professional services, sales and marketing, call center	Health insurance
2	Kelly Services 181 E. 5600 S. Ste.140 Murray, UT 84107	801-262-2252 kellyservices.com	500+	30	12	Call center, warehouse, manufacturing, office, clerical, IT, engineering, science, financial	DND
3	APEX Staffing LLC 145 E. 1300 S. Ste. 103 SLC, UT 84115	801-328-9567 apexjobs.net	264	5	1	Construction, manufacturing, warehousing, heavy and light industrial	Yes
4	Remedy Intelligent Staffing 525 W. 5300 S. SLC, UT 84123	801-685-8100 remedystaff.com	255	7	2	General office and industrial	Health, vision, dental
5	Utah Employment Services 2292 S. Redwood Road West Valley City, UT 84119	801-978-0378 utahemploy.com	130	8	1	Recycling, manufacturing, electrical, truck driving, paint	Health insurance, vacation, sick leave, holiday pay
6	Vital Signs Staffing LLC 3761 S. 700 E. Ste. 150 SLC, UT 84106	801-892-8300 vitalsignshealthcare.com	65	6	1	Per diem nursing, healthcare, clerical and administrative	Holiday pay, vacation pay, same-day pay, direct deposit, paid weekly
7	All Team 339 E. 3900 S. SLC, UT 84107	801-269-9700 allteamstaffing.com	DND	DND	1	Food and beverage staffing, food service staffing, temporary staffing, temporary employee services, medical consulting services	Yes
8	Ampian Staffing 126 W. Sege Lily Ste. 110 Sandy, UT 84070	801-253-6126 ampianstaffing.com	DND	20	1	Information technology	Health, vision, dental
9	The Franklin Co. 655 E. 4500 S. Murray, UT 84107	801-261-3282 franklin-tech.com	DND	DND	1	All industries	Yes



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Advertising Agencies

Ranked by Gross Sales in Utah in 2015

Rank	Company Name Address	Phone Web	2015 Gross sales in Utah	Number of Full-Time Utah Employees	Year Est.	Capitalized Billings	Services Offered	Owner/Manager/CEO
1	Penna Powers 1706 S. Major St. SLC, UT 84115	801-487-4800 pennapowers.com	\$50 million	42	1984	DND	Branding, advertising, PR and digital agency	Chuck Penna
2	Love Communications 546 S. 200 W. SLC, UT 84101	801-519-8880 lovecomm.net	\$23 million	38	1999	DND	Full-service advertising and communications agency focused on helping clients form strong bonds with their customers, consumers and communities	Thomas Love President
3	FUEL Marketing 2005 E. 2700 S., Ste. 180 SLC, UT 84109	801-484-2888 fuelmarketing.com	\$13.9 million	21	2003	DND	Advertising, marketing, media, public relations, market research, creative team, brand identity	Co-owners Donna Foster and Brad Plowman
4	RUMOR Advertising 807 E. South Temple 3rd Floor SLC, UT 84102	801-355-5510 rumoradvertising.com	\$5 million	25	1997	\$16 million	Creative, seamlessly integrated with the most current digital marketing trends and traditional media expertise, a unique hybrid of diverse talent, creative and interactive process. Our mission is to deliver measurable results to clients in the most cost-effective and creative way possible	Shane O'Toole Founder/CEO
5	Fluid Advertising 1065 S. 500 W. Bountiful, UT 84010	801-295-9820 getfluid.com	\$3.5 million	30	1998	\$3.5 million	Growth acceleration, digital marketing, branding, graphic design, website development, media buying, creative campaign, SEO, paid advertising, email marketing, marketing automation	Phil Case
6	Freestyle Marketing Group 211 E. Broadway Ste. 214 SLC, UT 84111	801-364-3764 freestylemg.com	\$2.5 million capitalized	10	2000	\$3.9 million	Full-service advertising agency specializing in marketing strategy, creative concept development, media planning and social/digital marketing	Erni Armstrong
7	Red Rider Creative 510 S. University Ave. Ste. 200 Provo, UT 84601	801-226-1289 redridercreative.com	\$2.1 million	13	1998	DND	Brand management, graphic design, website design, SEO, digital marketing, packaging, corporate video production, media buying	Clark Taylor
8	Holmes & Co. Advertising 34 S. 600 E. SLC, UT 84102	801-355-2211 holmesco.com	\$1.6 million	6	1989	DND	Healthcare marketing, communications, business strategy, marketing communication plans and strategies, market research and analysis, branding, corporate identity, multimedia advertising campaigns, social media campaigns, web design and public relations	Lisa Holmes CEO
9	GumCo 12 W. Market St. SLC, UT 84101	801-505-9997 gumco.com	\$1.5 million	8	2013	\$1.5 million	Advertising, branding, social and digital	Steve Driggs

Advertising Agencies

Ranked by Gross Sales in Utah in 2015

Page 2

Rank	Company Name Address	Phone Web	2015 Gross sales in Utah	Number of Full-Time Utah Employees	Year Est.	Capitalized Billings	Services Offered	Owner/Manager/CEO
10	Concept Marketing LLC 2700 Homestead Road No. 120 Park City, UT 84098	435-615-1758 conceptmrk.com	DND	9	1998	DND	Full-service marketing, advertising and PR firm; TV; radio; billboard; SEO, website development; reputation management; social networking; marketing campaigns; brand creation and management	Nate Di Palma
11	Jibe Media 774 S. 300 W. SLC, UT 84101	801-433-5423 jibemedia.com	DND	10	2001	DND	Brand Identity, brand personality, brand strategy, brand guidelines, naming, market strategy, marketing consultation, planning, market research and communication strategy	Joel Farr and Greg Lowe
12	MRM/McCann 60 E. South Temple Ste. 1400 SLC, UT 84111	801-257-7730 mrm-mccann.com	DND	320	1995	DND	Helps brands foster meaningful, lasting relationships with people	Lori Feld President, North America
13	The Orton Group Inc. P.O. Box 9282 SLC, UT 84109	801-596-2100 ortongp.com	DND	3	1985	DND	Advertising, marketing planning, strategy	Kelley Beaudry
14	Saxton Horne 85 E. 9400 S. Sandy, UT 84070	801-304-1000 saxtonhorne.com	DND	66	1995	\$37.5 million	Full-service agency with expertise in all media, creative, digital and social services	David Blain President

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Maybe it's time to think seriously about performance pay

The modern workplace is rapidly changing and employment ideals such as company loyalty, job security and career stability seem reminiscent of a simpler time.

But while it's true that what it means to go to work today is very different from years past, there are real advantages to both employers and employees who are willing to embrace a new kind of working relationship.

Engineering and IT organizations, especially, which may not have the resources to hire full-time employees in every situation, can now tap highly skilled contract workers who can hit the ground running and perform a job for a specific project. Conversely, we know that these highly skilled workers

are now enjoying the freedoms that can come from not necessarily always being tied to one employer. They can enrich their own careers along the way by picking and choosing the projects that are right for them.

These are all positive aspects of the current job market, but one constant remains: Everyone is still working for a paycheck — and employees today are also looking for new ways to increase their earning power.

Considering “variable” compensation, otherwise known as “performance pay,” is one way for employers to look at the compensation issue differently — and to accommodate changing perceptions of pay among workers.



SUSAN HORNBUCKLE

The 2013 Kelly Global Workforce Index (KGWI), an annual survey revealing opinions about work and the workplace from a generational viewpoint, shows us why. According to results of the survey, more than half (57 percent) of all respondents would most prefer pay for productivity or performance, given the choice between this or pay for overtime work.

These percentages get higher in the sciences, engineering and IT. In the high-tech field, for example, 63 percent of people working in this space say they prefer performance pay as opposed to the traditional model of overtime pay or straight salaries.

If an employer is quick to bristle at the possibility of performance pay, consider the fact that motivation may be higher when there are non-tradi-

tional monetary awards in the mix. Nearly half of respondents (46 percent) strongly agree that they would perform at a higher level if pay was tied to their performance.

These changing perceptions of pay only mean that employers today, more than ever, have to take compensation issues seriously, especially in robust industries like engineering and IT where the most highly skilled talent can often easily find better-paying roles. For this reason alone, employers must remain vigilant about recognizing that income is a strong motivator. It can mean the difference between keeping your most valued employees or watching them go somewhere else.

Susan Hornbuckle is area manager for Kelly Services in Salt Lake City. She has more than 25 years of experience in staffing, account management and business development.

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Draper, UT

Office Plant Service Providers

Ranked by Number of Utah Employees

Rank	Company Name Address	Phone Web	Number of Utah Employees	Years in Business Number of Utah Accounts	Specialties
1	Cactus & Tropicals 2735 S. 2000 E. SLC, UT 12252 S. Draper Gate Drive Draper, UT	801-676-0935 cactusandtropicals.com	105	42 850	Interiorscape designing & maintenance, floral, holiday, exterior patio scapes, special events, retail and wholesale
2	Paradise Palm 307 E. Broadway SLC, UT 84111	801-582-3212 paradisepalm.com	12	37 100+	Interior plantscape design, sales and installation, plant care services, retail tropical plant sales
4	Living Creations 7250 S. 630 W. Midvale, UT 84047	801-485-3219 livingcreations.net	10	27 325	Interior landscape design and floral design
5	Winchester Gardens 389 W. Winchester St. Murray, UT 84107	801-269-9229 winchesternursery.com	8	8 DND	Perennials, shrubs, trees, custom containers, landscape design and house plants
6	Foliage Inc. 245 Wilson Ave. S. SLC, UT 84115	801-474-0300 foliageutah.com	6	15 100+	Maintenance, horticultural consultation, design, sales, interior holiday decorating
7	Intermountain Plant Works 3672 S. 900 E. SLC, UT 84106	801-268-1771 intermountainplantworks.com	6	41 DND	Interior plantscaping, design, sales, rentals, long-term rentals, installation, maintenance, special event rentals
8	Plant Jungle 2194 E. Fort Union Blvd. SLC, UT 84121	801-453-9500 plantjungle.com	5	13 55	Custom planters and design, retail store, quick delivery systems, gift delivery
9	Prestige Plants Inc. 11751 Whatta View Place Riverton, UT 84065	801-910-0899 none	5	28 150	Live plant sales and maintenance
10	Wasatch Greenscapes 3953 Wasatch Blvd., Ste.102 SLC, UT 84124	801-648-2650 wasatchgreenscapes.com	3	2 68	Interior landscaping, tropical plants, planters, monthly service and maintenance

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Here's what you can expect in the workplace in 2017

Andrea Belkin
Phoenix Business Journal

Over the past year, we saw how the war for talent, the rise of millennials in the workplace and the gig economy altered the workforce. The trends below will impact how companies engage with candidates and structure their workforce in the next year.

Check out what's to come in 2017:

1. The workplace welcomes Generation Z: Similar to the generation before them, Gen Z is poised to disrupt the workplace with their unique world view and set of values. For example, even more so than millennials, Gen Z will expect a high level of flexibility in their career.

2. More flexibility: Perhaps the most talked-about workplace trend of 2016, enhanced flexibility, will continue well into

2017 and beyond. This is in large part due to the preferences of millennials and the continued rise of the blended workforce.

3. A blended workforce: In 2016, we saw an increasing number of freelance and full-time employees working together on projects. This trend will continue. According to study by Workplace Trends, 45 percent of companies expect to increase their hiring of freelancers by 30 percent or more.

4. Replacing annual performance reviews with continuous feedback: This trend is in large part driven by millennials, who favor frequent feedback and open communication with management and their peers.

5. More casual: Keeping pace with 2016, this next year will continue to be the year of casual dressing. As employers focus on employee well-being, comfort takes the forefront. Millennials are also a large factor

in this transition.

6. Uncertainty surrounding the Affordable Care Act: With the possibility of repealing and replacing the Affordable Care Act on the horizon, organizations will explore new approaches to employee benefits, including hiring more freelance workers, who do not require health benefits.

7. Virtual reality to aid recruitment efforts: By offering virtual office tours, job fairs and interviews, organizations are able to access a much larger talent pool. VR will allow companies to not only save substantially on travel costs, but also connect with Gen Z and millennial talent who heavily use technology.

8. Organizational restructuring: To accommodate the increase in freelance employees, organizations will move toward a more team-oriented operating structure. With freelance and full-time employees

working together more than ever, managers know maximum productivity will only occur if everyone is willing to collaborate and work as one team.

9. More creative benefits packages: To counteract the uncertainty of the Affordable Care Act, many employers are searching for ways to lower health insurance premiums. This includes more time off, wellness programs, discounted gym memberships, etc.

10. Rise in internal messaging tools: With the increase in flexible work arrangements, internal communication is all the more important. Email and phone do not allow for quick exchanges. Internal messaging platforms solve this problem.

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