

INSIDE: Are OSHA Regulations Over-Ruling?

USG Glass[®] METAL & GLAZING

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The Best Places to Work in the Glass & Metal Industry



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I Love MY COMPANY

USGLASS MAGAZINE RANKS THE BEST COMPANIES TO WORK FOR IN THE GLASS AND METAL INDUSTRY

What makes a company one of the best to work for? Whether it's the benefits, salary and advancement potential or workplace satisfaction, the answer can be hard to quantify. In this issue, USGlass magazine takes a look at some of the best companies to work for—according to reader feedback.

The list includes rankings of this year's top companies. Those featured were rated according to the benefit information supplied by company representatives. Companies across the industry were nominated in response to an invitation to USGlass magazine subscribers. The submission form was also provided through our daily USGNN™ e-newsletter. Only companies that submitted completed forms were considered. Submissions were ranked using a weighted point system that assigned value to each of the various benefits these companies offered. That point system was based on an independent survey of glass and metal industry employees who ranked those benefits most important to them. Companies included here are organized by number of employees, as submitted by nominated companies.

For an even closer look at what companies in the industry are offering their employees—and to see how yours compares—take a look at survey results starting on page 48. The charts are based on results of all completed submission forms.

1-100 EMPLOYEES



1

SALEM GLASS & MIRROR, WINSTON-SALEM, N.C.

Number of employees: 65

Medical Health Coverage: Partially employer paid

Dental Plan: Partially employer paid

Retirement Plan: Employer match, less than 100 percent

Long-Term Disability: Employer paid

Short-Term Disability: Employer paid

Life Insurance: Fully employer paid

Stock Options: Employee Stock Ownership Plan (ESOP)

Annual Paid Vacation: Three to four weeks

Sick/Personal Time: Five to nine days

Continuing Education Coverage:

Employer paid

Medical Savings Plan: Flexible spending plan (FSA); medical FSA; dependent care FSA; health savings plan

Maternity Plan: Unpaid, seven to eight weeks

Pay Increases: Annually

Profit Sharing: Yes

Paid Bereavement Leave: Three days for immediate family

Paid Holidays: Six-plus annually

Employee Assistance Program:

Employer provided/covered, for employees and household members

Flex Time for Employees: Yes

What makes your company one of the best in the industry? As an ESOP, we annually contribute between 10 and 14 percent of our employees' salaries to their ESOP retirement account. In addition to offering flex time, we also allow employees to work four days. Also, certain employees can work from home with a company-provided computer and phone.

Number of employees: 29
Medical Health Coverage: Partially employer paid
Dental Plan: Partially employer paid
Retirement Plan: Pension
Long-Term Disability: Available, but not employer paid
Short-Term Disability: Available, but not employer paid
Life Insurance: Fully employer paid
Stock Options: ESOP
Annual Paid Vacation: Three to four weeks
Sick/Personal Time: Five to nine days
Continuing Education Coverage: Paid time off for courses
Medical Savings Plan: FSA
Maternity Plan: Employer paid, five to six weeks
Pay Increases: Annually, provided periodically based on merit
Profit Sharing: Yes
Paid Bereavement Leave: Amount of time provided depends on whether travel is involved
Paid Holidays: Eight paid holidays annually

Nick Nowicki (left) and Gloria White (right) of Glass Designers Inc.



TIE 2

GLASS DESIGNERS INC., CHICAGO, ILL.

Employee Assistance Program: Employer provided/covered
Flex Time for Employees: Yes
What makes your company one of the best in the industry? Glass Designers Inc. has a purpose—a mission—that everyone understands. Even better, every employee can tell you the role he or she plays in achieving that purpose. They understand

that people have lives outside of work, and that these lives might sometimes impinge on (or even take over) their time and attention. They realize that allowing for some work-life give and take means not only that they won't waste time and money on unnecessary turnover, but that they'll build loyalty and commitment. They know it's give and take, not give or take.



TIE 2

AZON USA, KALAMAZOO, MICH.

Number of employees: 100 globally
Medical Health Coverage: Partially employer paid
Dental Plan: Fully employer paid
Retirement Plan: 401K
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Fully employer paid
Stock Options: ESOP
Annual Paid Vacation: Three to four weeks

Sick/Personal Time: Five to nine days
Continuing Education Coverage: Employer paid
Medical Savings Plan: FSA
Maternity Plan: Employer paid, up to four weeks
Pay Increases: Annually
Paid Bereavement Leave: Five days for immediate family
Paid Holidays: Five paid holidays annually

What makes your company one of the best in the industry? The things I think that makes Azon unique and a great place to work are the support and benefits the company provides for the employees. Azon's No. 1 priority is customer service and to make sure the customer is taken care of. The support we supply our customers at every level is unmatched. We are always looking for new ways to improve the products and machinery that we supply to the industry to improve the thermal performance of their aluminum fenestration products. The company's support for new ideas and improvements to our products and machinery is also a plus, and this encourages the employees to do their best for the company and our customers. Azon is privately held and is in the process of becoming fully ESOP, a succession program that provides the workforce with an ownership interest as part of a defined retirement plan.

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FENETECH INC., AURORA, OHIO

Number of employees: 60
Medical Health Coverage: Partially employer paid
Dental Plan: Partially employer paid
Retirement Plan: 401K
Long-Term Disability: Available, but not employer paid
Short-Term Disability: Available, but not employer paid
Life Insurance: Fully employer paid
Annual Paid Vacation: Five to six weeks
Sick/Personal Time: 20 or more days
Continuing Education Coverage: Partially employer paid

Medical Savings Plan: FSA, health savings account
Maternity Plan: Unpaid, five to six weeks
Pay Increases: Annually
Profit Sharing: Yes
Paid Bereavement Leave: Three days for immediate family
Paid Holidays: Yes
Flex Time for Employees: Yes
What makes your company one of the best in the industry? At FeneTech we share our success with our employees by offering them competitive salaries and benefits, challenging work

assignments, many company social activities and a comfortable working environment. I hope this is common among many companies. I think the difference here at FeneTech is that we are extremely focused on living our mission statement: "To provide the best products, service and support to each and every customer – every single day." Living this mission statement allows our employees to be engaged in more than just a job. We truly feel that we are making a difference in our customers' lives every day and what can be more satisfying than helping others?

101-1,000 EMPLOYEES



TIE 1

STANDARD BENT GLASS CORP., BUTLER, PA.

Number of employees: 125
Medical Health Coverage: Partially employer paid
Dental Plan: Partially employer paid
Retirement Plan: 401K
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Fully employer paid

Annual Paid Vacation: Three to four weeks
Sick/Personal Time: One to four days
Continuing Education Coverage: Employer paid
Medical Savings Plan: FSA, dependent care flexible spending plan, health savings account

Maternity Plan: Employer paid, five to six weeks
Pay Increases: Annually
Profit Sharing: Yes
Paid Bereavement Leave: Three days for immediate family
Paid Holidays: Six paid holidays annually
Employee Assistance Program: Employer provided/covered
Flex Time for Employees: Yes

What makes your company one of the best in the industry? As a family-owned company for 80 years, we have more of a flexible atmosphere than other companies. When you add that to continued growth and a very diverse product line serving many industries, it keeps the jobs more interesting. Everyone enjoys seeing all the different projects we produce evolving over the years. There is no doubt that the four-day work week helps; it allows for families to spend more time together.



THE WAGNER COS., MILWAUKEE, WIS.

Number of Employees: 150

Medical Health Coverage: Partially employer paid

Dental Plan: Partially employer paid

Retirement Plan: 401K

Long-Term Disability: Available, but not employer paid

Short-Term Disability: Employer paid

Life Insurance: Fully employer paid

Stock Options: ESOP

Annual Paid Vacation: Three to four weeks

Sick/Personal Time: One to four days

Continuing Education Coverage:

Employer paid

Medical Savings Plan: FSA

Maternity Plan: Employer paid, more than eight weeks

Pay Increases: Annually

Profit Sharing: Yes

Paid Bereavement Leave: As many days as needed for immediate family

Paid Holidays: Six paid holidays annually

Employee Assistance Program: Employer provided/covered

Flex Time for Employees: Yes



2 PIONEER CLADDING & GLAZING SYSTEMS LLC, MASON, OHIO

Number of employees: 244

Medical Health Coverage: Partially employer paid

Dental Plan: Partially employer paid

Retirement Plan: 401K

Long-Term Disability: Available, but not employer paid

Short-Term Disability: Employer paid

Life Insurance: Fully employer paid

Annual Paid Vacation: Three to four weeks, varies based on years of service

Sick/Personal Time: Yes, varies

Continuing Education Coverage:

Partially employer paid

Medical Savings Plan: FSA, medical FSA, health savings account

Maternity Plan: Employer paid, more than eight weeks

Pay Increases: Annually; occasionally based on merit

Profit Sharing: Yes

Paid Bereavement Leave: Three days for immediate family

Paid Holidays: Six paid holidays annually

Employee Assistance Program: For employees only

What makes your company one of the best in the industry: As we grow, we continue to maintain the family-owned business model. Our model is a very personal and very approachable one from each employee to the owners of the company, not to mention that we are currently designing, engineering, manufacturing and installing world-class buildings around the Midwest and Mid-Atlantic regions of the United States.



YKK AP AMERICA INC., AUSTELL, GA.

Number of employees: 500+

Medical Health Coverage: Partially employer paid

Dental Plan: Partially employer paid

Retirement Plan: 401K, employer match, 100 percent

Long-Term Disability: Employer paid

Short-Term Disability: Employer paid

Life Insurance: Fully employer paid

Annual Paid Vacation: Five to six weeks

Sick/Personal Time: Up to five days

Continuing Education Coverage:

Employer paid

Medical Savings Plan: FSA, medical flexible spending plan, dependent care flexible spending plan

Maternity Plan: Employer paid, seven to eight weeks

Pay Increases: Annually

Profit Sharing: Yes

Paid Bereavement Leave: Three days for immediate family

Paid Holidays: Eight paid holidays annually

Employee Assistance Program:

Employer provided/covered, for employees and household members

Tell us about what makes your company one of the best in the industry? YKK AP America is much more than a manufacturer; we are a dedicated partner to our customers. From imparting knowledge and pushing innovation to sharing ideas for the benefit of society, we are committed to bettering the communities in which we work. We strive to set the highest manufacturing standards, even disclosing our environmental impact through Environmental Product Declarations to ensure our customers know that we are doing as much as possible to limit our footprint. We are dedicated to supporting our customers by providing unparalleled customer service, including offerings like product customization and direct freight service, providing assurance that we can supply the right product on time.

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I Love MY COMPANY

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Number of Employees: 173
Medical Health Coverage: Partially employer paid
Dental Plan: Partially employer paid
Retirement Plan: Employer match, less than 100 percent
Long-Term Disability: Available, but not employer paid
Short-Term Disability: Available, but not employer paid
Life Insurance: Fully employer paid
Paid Vacation Time: Two weeks
Sick/Personal Time: Five to nine days
Continuing Education Coverage: Partially employer paid
Medical Savings Plan: FSA
Pay Increases: Provided periodically based on merit



TIE 3 GIROUX GLASS, LOS ANGELES

Profit Sharing: Yes
Paid Bereavement Leave: Six days for immediate family
Paid Holidays: 11 paid holidays for non-union employees
Employee Assistance Program: Employer provided/covered
Flex Time for Employees: Yes
What makes your company one of the best in the industry? Our executive team is 75 percent female, and

we're a Women's Business Enterprise company in a male-dominant industry. We are also an ESOP company and plan to be employee owned by 2021. Having a personal stake in the success of the company, and knowing everyone here feels the same way, gives the term "pride in our work" a whole new meaning. We truly care personally about the successful outcome of each and every project.



TIE 3 W&W GLASS LLC, NANUET, N.Y.

Long-Term Disability: Available, but not employer paid
Short-Term Disability: Employer paid
Life Insurance: Fully employer paid
Annual Paid Vacation: Two to four weeks
Sick/Personal Time: Five to nine days
Continuing Education Coverage: Employer paid
Medical Savings Plan: FSA
Pay Increases: Annually, periodically based on merit
Profit Sharing: Yes
Paid Bereavement Leave: Yes, for immediate family
Paid Holidays: Eight paid holidays annually

What makes your company one of the best in the industry? W&W Glass LLC is flexible with employee needs—the managing partners have grown up in the business and understand what it means to take care of family first—and provides employees with the tools they need to excel at what they do. Employees are also rewarded for the hard work they put in.

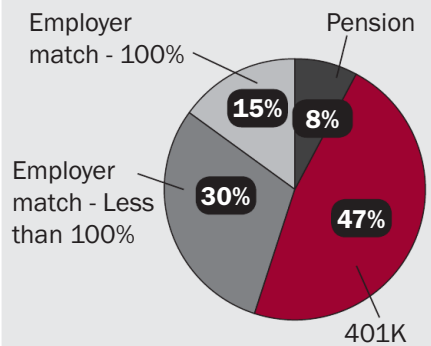
Number of employees: 200
Medical Health Coverage: Partially employer paid
Dental Plan: Partially employer paid
Retirement Plan: 401K

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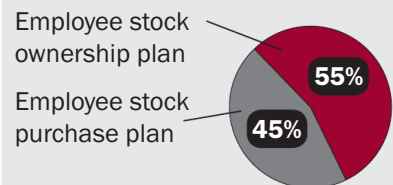
A COMFORTABLE NEST

Ensuring a secure and comfortable retirement is important to many people in the glazing industry, and most companies take good care of their employees.

WHAT RETIREMENT PLAN BENEFITS DOES YOUR COMPANY PROVIDE*?



WHAT STOCK OPTION BENEFITS DOES YOUR COMPANY PROVIDE*?



*Respondents could select more than one answer.