

Furnell Companies 2022 – 2023 Business of the Year



David Furnell, 2022-23 Business of the Year



Furnell Employees and Management Team

Many people in Sedalia are familiar with David Furnell and the Furnell family. They have been valued business owners and leaders in Sedalia for many years, however, you may not know that David Furnell is also a business owner in 59 other communities in the State of Missouri with over 300 employees statewide.

A good employer is one who is kind, helpful, caring and compassionate. This does not mean that they're a pushover, but rather the opposite. An employer should be confident enough to show their human, side and we have that in our employer, David Furnell.

As a society, we tend to look at work as something we get *through*: we have to get *through* the appointments, the exhaustion, and the stress with the facade that we've got it all under control, because if we don't, we fear our jobs will be impacted. To be greeted wholeheartedly by a boss who truly cares about our wellbeing gives us an opportunity to reexamine how we achieve work life balance. Appointments are met with sincere hopes that everything went well. Exhaustion is met with invitations to take time off. Stress is met with empathy. And joy is met with the joy of someone who'd been there before. David encourages us all to know our limits and boundaries so that we can take a break before we get there.

Many of the 300 employees that work for the Furnell family are mothers, and sometimes mothers require flexibility in order to show up for family the way they need it. These aren't easy conversations to have at work—bringing them up requires full vulnerability, and a lot of women fear that they will be penalized for doing so. David always encourages us to be there for our families when needed, without guilt for taking time off from our jobs, and many of us find ourselves working more efficiently knowing we have an employer that supports us. No one has to apologize for putting their family first.

He sees us all as professionals and treats us as such. He also sees potential and hasn't neglected an opportunity to help his employees grow and develop professionally providing them with training, encouraging them to continue their education, or offering professional development opportunities to his staff. His ability to lead with empathy has given him a view to know when to push and when to hold back while encouraging his employees to stretch their skills and their capabilities. He celebrates company successes with the entire staff and makes sure career milestones are recognized with acts of kindness. He has taken the entire office bowling, orders ice cream during Sonic happy hour, or to a movie in the middle of the afternoon on a Tuesday to show his appreciation for hard work.

Charity and community have been important to David and the Furnell family, and he has excelled in his support for "employee causes." If employees have a desire to personally be involved in a community project or organization, we are supported in our endeavors. He never misses an opportunity to support the myriad of fundraisers and events from sponsoring sports teams, Boy Scout projects, music events, PTA's, Girl Scout cookies, and any other opportunities for the children of his employees. He has donated his time, money, and personal knowledge to help with projects. Many years ago, employees were rewarded with "Jean Day Friday" which started as the first Friday of the month for \$1 donation. "Jean Day Friday" quickly became a weekly event and our Employee Charity Account was formed. David pays his \$1 like everyone else and each year employees select a charity for the fund. Over the years, we have adopted families for Christmas, donating toys, gifts, and even furniture. We've supported Whiteman Air

Force Base soldiers at Christmas, donated to student needs in the Sedalia #200 School District and a variety of other causes.

Employee causes are not the only thing supported by the Furnell family. Each year, David and his family invite the entire community to downtown Sedalia for the Thanksgiving Fireworks Celebration. Designed to be a free family event for anyone, the Furnell family personally funds nearly the entire event as a thank you to the community.

I have been working here for thirty years, other employees have celebrated five-, ten-, and twenty-year work anniversaries with his companies. David is a huge part of the inclusiveness and inspiration that has helped us become productive and successful. We could not imagine working under anyone else, and we are grateful to be a part of his team.

So to our employer on behalf of your employees, "Thank you!"

(The preceding essay is an excerpt from an employee's submission.)

SBW extends congratulations to Furnell Companies for their award and for being an integral part of the Sedalia/Pettis County Community!

McCarthy Auto Group 2021-2022 Business of the Year



Photo credit: Randy Kirby

McCarthy Toyota has operated in Sedalia for eight years providing automotive sales, financing, and service in parts and collision repair. Karl Kramer serves as their Communications Director and is currently the Sedalia Area chamber of Commerce's Chair of Military Affairs.

McCarthy Toyota of Sedalia and their 54 employees support numerous organizations and causes in and around the Sedalia/Pettis county Community, which includes Smith-Cotton High School, Sacred Heart High School and State Fair Community College scholarships and academic programs, Bothwell Regional Health Center Foundation Lub Dub, Boys & Girls Club of West Central Missouri, Missouri State Fair Foundation, American Heart Association, Sedalia Symphony, Whiteman Air Force Base Airmen & Families, Open Door Service Center, and Juvenile Diabetes Foundation.

**2020 – 2021 SBW Business of the Year
W-K Chevrolet
Congratulations!**



Congratulations to W-K Chevrolet, Inc for being named the Sedalia Business Women's "Business of the Year" at the November Public Relations dinner meeting.

W-K believes in supporting their customers, their community, and especially their employees, the "W-K Family." Together they can help each other achieve more, stress less, and find more satisfaction in every aspect of their lives.

Management tries to always say "Yes!" when an employee needs anything. For instance, if an employee would like to rearrange their hours, W-K tries to let them make up their time when it is convenient for them. W-K also provides five days of personal time, in addition to vacation time, for employees to use to make appointments, take care of personal business, attend important events, or just relax.

Each employee has multiple avenues of training offered to them, ranging from online webinars, in-house training consultants brought in, and off-site classes. W-K offers an apprentice program for future technicians to work at W-K while they are attending various technical colleges on rotating two-month shifts. Advancement from within is the norm, and people who want to excel find W-K provides ample opportunity to advance and increase their paychecks.

Employees who are not worrying about their children are happier employees. Many employees bring their kids to work when there has been a school or childcare change, or even when their daughter or son is not feeling quite right. Schedules are adjusted so employees can daily drop off or pick up kids at school. Some are even dropped off at W-K after school until

another parent gets off work a bit later. Even work computers are modified so kids can play games or watch shows sitting right next to their parent.

When children need support, parents need to be there. Whether for maternity leave, sick leave, childcare challenges, or something else, employees are encouraged and supported in taking care of their families.

W-K supports several activities and organizations in the Central Missouri area, both by being a major monetary sponsor and by providing time or facilities to help the community. Examples include school groups and churches, Boys & Girls Clubs, Scouts, Explorers and 4-H, medical centers, community events and fairs, sports teams, rodeos, races and car shows, WAFB and veteran organizations, PC Community Santa, Sedalia Animal Shelter, and many more too numerous to mention.

The annual “W-K Heels and Wheels Breast Cancer Awareness and Service Clinic” has been a tradition that many women look forward to each year.

The Weymuths have generously given of their time and resources to many organizations. Some of the Boards they currently are members of include the Center for Human Services, State Fair Community College Foundation, Pettis County Economic Development, WAFB Community Council, Missouri State Fair Foundation, and the UCM Board of Governors.

W-K is proud that many of their employees are active in their churches and schools, volunteer as coaches and mentors, and give of their talents so freely. Together they have designed and produced entries for past parades. Annually the Show-Me Christian Youth Home, along with their satellite homes, gives us lists of each child’s & group “parent’s” wishes for Christmas. Employees choose a child and then shop to get the perfect presents. For years, Brenda Bohling has personally made individual stockings for everyone. She stuffs them full of wonderful surprises to bring joy to the youngest toddler to the oldest home parent. She shops for the parent’s gifts that the Weymuth’s gladly fund.

Several employees currently serve on city councils, park boards, have recently run for public office or have helped with political campaigns. W-K always supports employees when they need additional time to field phone calls or adjust their schedule to attend various events.

The partnership between State Fair Community College Automotive Technology’s (AT) program and W-K has been overwhelmingly beneficial for both parties. Currently, over half of the service technicians have graduated from this great program. W-K’s Service Director and Service Manager both serve on the AT advisory board while two technicians have been AT instructors. In addition, W-K loans tools and diagnostic equipment to the school and donates service supplies that they can use.

Full-time employees can contribute to a SIMPLE IRA where W-K matches up to 3% of their earnings. Most employees have taken advantage of this convenient way to save money for their retirement years.

**2019 – 2020 SBW Business of the Year
Gardner-Denver, Inc.
Congratulations!**



Krista Dicks, Stacey Brown, Chris Bell, Paul Dick

In 1859 Robert W. Gardner founded a machine shop in Quincy Illinois to manufacture a gravity-type flyball governor used to control the speed of the steam engine. In later years, the Gardner Governor Company was awarded the medal for the best steam engine governor built in this country. ¹

Once prospectors discovered gold in Colorado Territory, the development of the mining industry provided a market for Gardner Governor's products. By 1920, the Denver Rock Drill Company offered many possibilities for the sale of products of the Gardner Governor Company. This was a major factor in the merger of these two entities to form what would become Gardner-Denver Company. ¹

Due to years of growth and various acquisitions, the Quincy, Illinois plant had expanded immensely. By the mid 1970's, there was a need for a new manufacturing facility. Sedalia, Missouri was chosen by Gardner Denver due to the availability of a facility, a source of trainable manpower and cooperation of community leaders. The company has grown significantly since the assembly and shipment of the first compressor in July of 1979. Today, they are a manufacturer of PD blowers and vacuum blowers, reciprocating type compressors used in

locomotive braking systems, and rotary screw compressors from 25 horsepower up to 500 horsepower.²

In the years since coming to Sedalia, the plant has undergone many changes, from expansion and product acquisitions. Some of those acquisitions came from other parts of the country, making the Sedalia plant the largest Gardner Denver manufacturing plant in the world.²

Over the past 40 years, there have been many changes, but two things remain constant. Gardner Denver has excelled in employee benefits, and in their dedication to philanthropy in the communities where they reside.

¹Gardner Denver: 150 years of industrial innovation, copyright 2009

²Sedalia Democrat August 21, 2015

Business of the Year
2018 – 2019 SBW Business of the Year
State Fair Community College
Congratulations!



**Dr. Joanna Anderson &
Randy Eaton**

Carol Sawyer, Chair of the Business of the Year committee presented the 2018 Business of the Year award to State Fair Community College.

On September 16, 2018, SFCC celebrated the 50th Anniversary of welcoming its first 436 students to the newly formed community college in Sedalia.

During its 50-year history, SFCC has changed the lives of thousands of students and their families by providing affordable, high quality academic and technical programs that led to university transfer and/or rewarding careers.

Today SFCC serves more than 12,000 students through its sites in Sedalia, Warsaw, Lake of the Ozarks, Eldon, Clinton, Whiteman Air Force Base, Boonville, and online.

SFCC is a significant contributor to the economic vitality of Sedalia and the 14-county region it serves with an annual economic impact of \$132.5 million through operations, employment of 500 faculty and staff, student spending and alumni impact. The overall added income created by SFCC and its students supported 2,922 jobs. It serves more than 65 companies annually offering workforce training solutions for businesses and industry through Missouri Works Customized Training agents, Small Business & Technology Development Center training, commercial driving academy and other SFCC LearningForce programs.

The college also enriches our community with outstanding theatre, music and arts programs and performances through the internationally acclaimed Daum Museum of Contemporary Arts.

**2017 – 2018 SBW Business of the Year
Don's Truck Towing and Truck Wash
Congratulations!**



Cindy & Don Weaver, Alesia Wissman

Don's Truck Towing & Truck Wash, Inc., celebrating its 40th year in business, specializes in heavy duty towing and recovery. It currently employs a staff of twenty.

Don's was founded by Don A. Weaver in 1977, getting his start washing tractor-trailer trucks and steaming engines on a concrete pad behind Trans Central Suppliers, a truck repair facility, located on South Limit Avenue in Sedalia.

In 1980, Don's wife, Cindy, joined the company as bookkeeper and manages the office. They purchased seventeen acres and built their first

shop building and started offering a body and repair service for large trucks. By 1984, they had three shops: the body shop, a truck wash shop, and a mechanic shop.

In 1992, at the recommendation of a long-term friend, Sgt. John Cummings, husband of long-time Sedalia Business Women member, Betty Cummings, Don started the Commercial Drivers License Training program. That same year, Don also added golf carts and aluminum trailer sales.

In 2007, Don opened a satellite wrecker shop in Saline County at Marshall Junction, MO, to service I-70 traffic, where he operates a fifty-ton rotator wrecker and a flatbed wrecker.

In 2009, Don partnered with his long-time friend and business associate, Ron Ditzfeld in the Ditzfeld-Weaver Charter Service, which provides transportation for the college sports programs, JROTC, and social functions.

On May 25, 2011, a tornado leveled Don's shops in Sedalia. With the help of Linda Christle and the expansion of the enterprise zone on South Limit Avenue, Don was able to rebuild his business with a new 20,000 square foot shop with 400 square feet of office space.

Don's Truck Towing and Truck Wash now operates the truck wash, ten wreckers, four of which are heavy duty, two tractor and machinery trailers, along with sales and service of golf carts and trailers, and Commercial Drivers License training, all with the help of his two sons, Don F. (Frosty) and Rob Weaver.

Don and Cindy agree that their employees are their greatest asset. Brenda White and Pat Moore have worked with Cindy in the office for twenty years. Don's drivers have been to Rescue and Recovery training and have the experience to handle any situation; giving Don's their slogan, "We Can Handle It!"

** Photo courtesy Randy Kirby*

**2016 – 2017 SBW Business of the Year
Ragar Banners by Design
Congratulations!**



Myrna Rager

Ragar Banners is a woman owned and operated business with thirty-two years of experience in supplying promotional graphics and products for a wide variety of clients. Myrna Ragar started her business in 1983, designing banners for area schools and athletic teams. For three decades, Ragar Banners' reputation has grown, and their work has been shipped to Texas, New Hampshire, Massachusetts, Louisiana, Florida, California, New York, Kansas, and Missouri. In Sedalia, Ragar Banners' work can be seen at Amtrak depot, Horace Mann School, St. Paul's Lutheran School, both Smith-Cotton Junior and High Schools, the Farmers Market and Break Time stores.

Ragar Banners is often a beehive of activity and creativity. While Myrna performs the design work, her staff oversees orders and deliveries. Ragar Banners offers

flexible work hours for their team. Their staff attends numerous conferences and seminars to market their products, as well as promote the business and the staff's professional development.

Ragar Banners has donated many hours and dollars-worth of art to local causes including the Literacy Council, the Katy Depot, the Chamber of Commerce, area school districts, Rotary Club, CASA, and others. Myrna encourages her team to give back to the community through membership in civic organizations, board memberships, and event committees.

Myrna Ragar is an active member of Calvary Episcopal Church, founding member of the Sedalia Visual Arts Association, the Scott Joplin International Ragtime Festival, the American Business Women Association, the Chamber of Commerce, and the League of Women Voters. Previously, she served on Sedalia's Sesquicentennial committee and was a board member of the National Oil and Acrylics Painters Society. She is often called on to judge art events in the area.

She has been married to Stan Ragar for over fifty years, has two children—Brett and Stacey, three grandchildren, and three great grandchildren.

**2015 – 2016 SBW Business of the Year
Starline Brass
Congratulations!**



Robert and Barbara Hayden

Trails End, Missouri State Fair Foundation/Missouri State Fair, Show Me Christian Youth Home, Applewood Christian School, Pettis County Jr. Livestock, West Central Missouri Veterans, Conservation Federation of Missouri, Ducks Unlimited Sedalia Chapter, Salvation Army, Bothwell Regional Health Center Foundation, United Way, Central Missouri Ag Club, State Fair Friends of the NRA, Breaking Barriers for Prader-Willi Syndrome Local Chapter, Children's Therapy Center, Missouri 4-H Foundation, Sacred Heart School/Sacred Heart Foundation, and Sedalia 200 School District.

Starline has 74 employees and work to accommodate needs of those employees allowing them adjustments in work time to accommodate life situations. Employees are encouraged to participate in community projects and many are serving on boards of community groups and volunteering as firefighters in our area.

Robert & Barbara Hayden moved to Sedalia from the State of California in 1992. They built and opened Starline, Inc. shortly after.

Starline is a family owned and operated business that prides itself on producing the highest quality brass case available. With a production process focused on quality not quantity, Starline makes the finest brass and has for more than thirty years.

Barbara is president and CEO of the company and is described as compassionate, generous, friendly and an excellent role model.

Starline Brass has long been a generous supporter of many organizations and groups in Sedalia/Pettis County area. Their generosity has been extended to the Sedalia Animal Shelter, Boys and Girls Club, CASA, Child Safe, Boy Scouts of America, Pettis County Juvenile, Retrieving Freedom, Liberty Center,

After six full months with Starline, all fulltime employees have the opportunity to participate in a 401k program and matches funds up to a certain percentage.

The Hayden's have been a great asset to our community and many members of the community have benefited in some way from the many aspects they have given to our community! We are so lucky to have them as part of Sedalia/Pettis County, and Sedalia Business Women would like everyone to join them in thanking the Hayden's for their generosity.

**2014 – 2015 SBW Business of the Year
Moore's Greenhouse and Flower Shop
Congratulations!**



Dave and Rhoda Moore

community organizations, serve on community boards, and are very involved in their church, donating both their time and resources. They support and organize campaigns within the community, helping in any way they can.

When these business owners, their family, and employees see a good community cause, they dig in and work hard to support it. They have, and continue to devote their efforts to many different organizations by providing flowers, plants, and other beautiful ideas for table decorations and prizes for fundraisers and events. They give freely of their time to these organizations and help within the organizations to plan and implement fundraisers and campaigns.

Dave and Rhoda say their goal in business is to give good customer service and higher quality plants than you can purchase elsewhere. Their goal in the community is to serve in any capacity they can, and that they do well.

They are modest about their giving and believe their business is only as good as their customers and the community they serve.

Congratulations, Moore's Greenhouse and Flower Shop, SBW's 2014-2015 Employer of the Year.

SBW is pleased to announce the selection of Moore's Greenhouse and Flower Shop as the 2014-2015 Employer of the Year.

Moore's Greenhouse and Flower Shop, is owned by David and Rhoda Moore and operated by Dave and Rhoda, their son Kevin and his wife Melinda, their daughter Becky Leiter, and their longtime employee, Jonathan Rear.

Moore's Greenhouse and Flower Shop has a long history of giving to the local community. They are involved in

2013 – 2014 SBW Employer of the Year
Bothwell Regional Health Center
Congratulations!

SBW is pleased to announce the selection of Bothwell Regional Health Center as the 2013-2014 Employer of the Year. BRHC meets all of the criteria for this award as illustrated in the following points:

- Leadership: Of their thirty directors, seventeen are female.
- There are opportunities for advancement. Bothwell sponsors an internal job posting system and encourages employees to take advantage of promotion opportunities. Many training opportunities are offered at the department and organizational level.
- They support federal laws in place to grant parental leave for childbirth, adoption, and illness, and regular full and part time employees earn generous sick, vacation, and holiday benefits.
- They provide opportunities for Development for New Talent. Bothwell is an active partner with State Fair Community College and local middle and high schools. They work with educational professionals in the region to identify students interested in healthcare career opportunities. Many programs and services are sponsored by the hospital to support prospective healthcare workers.
- They have a Business and School Agreement for Resources and training. In addition to serving as a clinical rotation site for many healthcare programs in the region, the hospital offers the opportunity for business and health information management students to job shadow and work as interns.
- Community Involvement is evident as Bothwell supports a variety of groups and activities throughout their Pettis and Benton County service areas, especially those activities that promote healthy lifestyles. For instance, they provide athletic trainers at no cost for school teams in Sedalia District 200, Warsaw, and Cole Camp. They underwrite the cost of matching funds for EBT customers to purchase fresh fruits and vegetables at the Sedalia Farmers Market they provide Safe Sitter, CPR and smoking cessation classes, and participate in multiple health fairs throughout the year, including several at major employers, and
- Bothwell encourages and is supportive of employee involvement in the community. They run an active in-house United Way campaign and employees help with screenings and provide health nutrition information at various health fairs.

Congratulations, Bothwell Regional Health Center, SBW's Employer of the Year, and thank you for providing exceptional care, close to home.

2012 – 2013 SBW Employer of the Year
Whiteman Air Force Base
Congratulations!

Whiteman Air Force Base is the home of the B-2 bomber, the most technologically advanced bomber in the world. But more significantly, Whiteman Air Force Base is the home to much more important assets – nearly 6,000 uniformed service members and civilian men and women volunteering to protect our freedoms, along with approximately 4,500 family members, and 900 civilian employees. The welfare of these men, women and children is the number one concern of every leader on Base. Numerous programs are offered to address needs the needs of the Airmen and their families in the areas of education, professional development, training and family support. A Professional Development Center is located on Base, along with classroom space for State Fair Community College, Park University, and Webster University. Whiteman also has an agreement with the University of Central Missouri for reduced fees and tuition for military members, retirees and their dependents. The Air Force also provides up to \$250 of tuition assistance per credit hour for students pursuing their first bachelor's or master's degrees.

The Whiteman Child Development Center provides dependent care for approximately 160 children from 6 months of age to 5 years. Fees are set on a sliding scale based on the parents' income. The Airman and Family Readiness Center operates special respite care programs for parents who need additional help or just need time to decompress. The Family Advocacy and Chaplains program is also available to provide flexible assistance and counseling.

Whiteman Air Force is a valued employer in the Sedalia area and is an important partner in our community. The Security Forces Squadron is Sedalia's liaison squadron with over 600 young men and women ready and willing to volunteer on a local level. They have helped our community in many ways, including clean-up after the tornado last year, providing manpower on homes with Habitat for Humanity, and providing support with their Honor Guard and participation in local parades.

Congratulations, Whiteman Air Force Base! We are proud to have you as an integral part of our community.

2011 – 2012 SBW Employer of the Year
U.S. Bank
Congratulations!

Sedalia Business Women selected U.S. Bank as the 2011-12 Employer of the Year. SBW member Julia Bowers nominated U.S. Bank and Branch Manager Joyce Taylor for the award because of the work environment and employee opportunities for women. Eight out of nine managers in the Sedalia area are female.

U.S. Bank offers a comprehensive sick leave, vacation, and holiday schedule. Employees can use sick leave for themselves or their immediate family. Employees have flexible schedules and the ability to trade schedules within their job function.

The U.S. bank philosophy of career progression and training encourages personal development for both lateral and vertical career opportunities. The bank offers extensive training via web, conference calls, and in-house for all job functions. Leader Forums offer leadership development opportunities to connect, learn, share best practices, and collaborate with leaders across the company on a variety of topics.

In addition, U.S. Bank offers dependent care accounts. The Bank offers maternity leave of two weeks before delivery, and eight weeks after the baby is delivered for both moms and dads.

U.S. Bank supports United Way, backpack for schools, and hosts a Make a Difference Day. Employees also work the charity auction at State Fair Community College Foundation and Boys and Girls Club. After one year of employment, U.S. Bank provides eight hours of paid time to volunteer locally.

Employer of the Year 2011-2012 is presented, with honor, to U.S. Bank

2010 – 2011 SBW Employer of the Year
SYLVIA G. THOMPSON RESIDENCE CENTER
Pam Osburn, Administrator
Congratulations!

Sedalia Business Women Recognized Sylvia G. Thompson Residential Center as the 2010-2011 Employer of the Year. One of the reasons SBW Member Dianne Simon nominated Sylvia G. Thompson is because of employment opportunities for women at all levels, including management. Of 105 total employees, 98 are women. All management staff are women, including Administrator, Director of Nursing, Clinical Care Manager, Charge Nurses, Human Resources, Food Management and Environmental Resources

SGTRC has a goal of improving employee's skills with on the job training and by providing educational incentives. SGTRC has offered and has provided certified nurse's aide training to prospective employees, and has covered the costs for current employees to take the next step and become certified medication technicians. They also offer a scholarship and educational loan program for current employees wanting to further their education. Currently, two employees are taking advantage of this program. One is in the LPN program at Boonville, and one is applying for the RN program at SFCC.

SGTRC also works with SFCC to provide on-the-job training for SFCC students in the health occupation classes, including CAN and CMT classes, and the LPN, RN and Occupational Therapy programs.

The residential center offers employee benefits such as health insurance, paid time off, holiday pay and a retirement plan. Each month an employee is recognized with a monetary award and annually a larger award is given to the employee of the year. Other incentives are given throughout the year at various times to recognize the hard work and dedication of the staff.

SGTRC opened in 1992 with 12 skilled care beds and 24 residential care beds. They now provide skilled care for 90, with 30 more to be available in January. SGTRC will open a Memory Care wing dedicated to meeting the specific needs of Alzheimer's and dementia care.

Sylvia G. Thompson donated three million dollars to build this facility to serve the elderly of Pettis County. She stipulated that the facility be furnished luxuriously and staffed lavishly to provide the highest quality of care attainable. With professionally decorated rooms and common areas and double the staff required by the state, the goal remains to ensure a superior quality of care and quality of life for our residents. The Administrator, Pam Osborn, has also made it a goal to take care of her employees.

**2009 – 2010 SBW Employer of the Year
Central Missouri Electric Cooperative
Congratulations!**

On November 5, 2009, Central Missouri Electric Cooperative was recognized as Sedalia Business Women's employer of the year. Central Missouri Electric Cooperative is a rural electric cooperative that has served member-owners in rural Pettis, Benton, and Saline Counties since 1938.

CMEC's office is open five days a week, eleven hours a day to allow ample time for members needs. Office employees work four 10 hour days with rotating days off which allows many three and four day weekends. With cross training, employees are able to cover for each other, allowing for a more flexible work schedule.

The Cooperative usually promotes from within. Each job is considered important to fulfilling the cooperative mission. Each person is considered to be manager of his/her own job position and accepts responsibility for performing his/her job efficiently and effectively. Employees may be assigned additional duties/responsibilities based upon their initiative. CMEC pays competitive wages and reviews wages annually for salary increases.

CMEC provides a defined benefit pension to all employees. The Cooperative also offers a 401K plan and contributes 2% of gross wages if the employee contributes 1%. The Cooperative offers early retirement incentives to pay for medical insurance until the retiree reaches Medicare eligibility age.

CMEC has always been flexible and understanding when it comes to dependent health or other needs. The company provides dental, vision and health insurance for every employee at no cost. Dependent coverage is available and partially paid by the company with a minimal cost share paid by employees. Employees earn sick leave hours each year which can be accumulated.

Development plans are reviewed and employees are given an opportunity to work on special projects. Examples of special projects are coordinating the Annual Meeting, Wellness Program, Advertising (including radio spots), Member Services, Grass Roots Legislative, Web Design, and Youth Tour. Employees are encouraged to voice ideas they have to make improvements to operation of the company.

The Association of Missouri Electric Cooperative provides industry specific training for linemen and office staff. CMEC has an education policy that reimburses costs for classes related to the employee's position. Reimbursement is based on prior approval and acceptable completion of the class. Two employees are currently participating in this program, and one employee (and SBW member) graduated earlier this year from Central Methodist University with a bachelor degree in accounting. The company provides internships for students in related fields-office and linemen.

CMEC worked with State Fair Community College to qualify the college for an RUS interest free loan for their Multipurpose Building. CMEC's manager and line superintendent participated on an advisory committee at State Fair Community College to offer advice on training needed

and degree requirements for a lineman program the college was contemplating adding to their course schedule. Another employee (and SBW member) served on an advisory committee for the Business and Computer Technology program for high school students attending the college and an advisory committee for women in transition.

CMEC supports charitable organizations, community projects (economic development), schools, scholarships, and the A+ program (for elementary & high school students). The company sponsors community teams if employees or their children are on them. The Cooperative has sponsored fund-raising teams when employees are involved, such as the March of Dimes, Memory Walk, and Relay for Life. The Cooperative has been a corporate sponsor of both Memory Walk and Relay for Life. CMEC's employees are encouraged to attend graduation and present eight \$500 scholarships the Cooperative awards throughout their three county service area.

CMEC's employees, along with employees from other cooperatives throughout Missouri, volunteer to work in the Missouri Electric Cooperative building on the fairgrounds during the Missouri State Fair. This year employees worked at the Our Energy, Our Future booth provided by Electric Cooperatives for the Tour of Missouri. CMEC participates in providing emergency assistance to other cooperatives during major storms for power restoration. These employees often work out of state.

Sedalia Business Women are pleased to honor Central Missouri Electric Cooperative as the 2009-2010 Employer of the Year and extend congratulations to General Manager Darren Eckhoff and Office Manager Linda Fisher.

**2008 – 2009 Sedalia BPW Employer of the Year
State Fair Community College
Congratulations!**

On November 6, 2008, State Fair Community College was recognized as Sedalia BPW employer of the year. The college employs 468 full and part time faculty, staff, and student employees. Out of the 45 management staff, 32 are females.

State Fair Community College is a “family” of employees. Even though the college is quite successful with the business model they exhibit through strategic planning and technological advances, it still maintains an employee/family friendly workplace. State Fair Community College has an unprecedented 35-hour-work week for the non-exempt employees, which entitle them to full benefits. The college has a lucrative vacation and sick leave policy and a shared sick leave program for employees with catastrophic illnesses. When possible, the college supervisors and employees may utilize a flexible schedule through arrangement with the HR Department.

SFCC has a full-time Professional Development Office that works jointly with the HR Office to coordinate development of employees on a consistent basis. The college provides 100 percent tuition waiver for employees and their qualified dependents who take courses through SFCC. Faculty and staff are recognized for educational achievement through annual reviews and when appropriate pay increases above the board of trustee annual adjustments.

The college has an on-site daycare for students, faculty, and staff. SFCC follows the Family Medical Leave Act for family and maternity leave.

SFCC participates in the Missouri State Teachers/Public Employers retirement system, which is one of the most financially solid and stable in the country. Certified employees (faculty and professional staff) contribute 13 percent of their annual salary and the college matches this percentage, vesting occurs after five years of service. Non-certified employees (non-exempt) contribute 6.5 percent with the college matching 100 percent. The college also provides additional investment opportunities through the 403(b) plans.

SFCC thrives on the history of the past and the future through embracing new employees who have experiences prior to working at SFCC. Employee talents are valued at SFCC and are developed through mentoring of new faculty, employee associations, and human resource events that develop relationships.

SFCC promotes development of new talent and advancement opportunities via the SFCC Leadership Academy, which provides an integrated approach to leadership development. SFCC also offers internal professional development opportunities, which are open to all SFCC employees interested in advancing talent, knowledge, and skills; and interested in activating change in educational environments. The employee’s experience is enhanced by the collegiality and professional relationships that are developed within the workshops and academies.

The college has a representative on the Sedalia Area Chamber of Commerce and the United Way Board. The majority of college employees contribute to the United Way campaign. Many employees are involved in local civic organizations and assist with their respective community

projects. Student organizations, which are sponsored by SFCC employees, participate in many community projects such as family adoption during the holidays, adopt-a-highway, blood drives, and fundraisers for nonprofit organizations such as the March of Dimes. The college has a student service learning organization, sponsored by a faculty member, which organizes a service learning project in the community each year.

SFCC embraces community by serving a thirteen county region. SFCC encourages their faculty and staff to get involved in community programs. Part of the faculty and staff evaluations for performance includes a community service element.

Sedalia BPW is pleased to honor State Fair Community College as the 2008-2009 Employer of the Year and extend congratulations to Dr. Marsha Drennon and State Fair Community College.

**2007 – 2008 Sedalia BPW Employer of the Year
Child Safe of Central MO Inc.
Congratulations!**

On November 1, 2007, Child Safe of Central MO Inc. was recognized as Sedalia Business Women business of the year.

Child Safe of Central MO Inc. is a Child Advocacy Center whose primary goal is to ensure that sexually abused children are not further victimized by the systems designed to protect them. This is accomplished by providing a child-focused, child-friendly environment where representatives from many disciplines – law enforcement, child protection, juvenile office, prosecution, mental health, medical and victim advocacy – work together, conducting forensic interviews and making team decisions about the investigation, treatment, management and prosecution of child sexual abuse cases. On-site sexual abuse medical examinations are provided by specially trained physicians.

By providing this environment, children are not subjected to multiple, duplicative interviews by different professionals conducted in cold, sterile government buildings – such as interrogation rooms at law enforcement offices. As a result, more offenders are held accountable through improved prosecution of child abuse cases.

During 2006, over 350 abused (about 90% sexual abuse) children and their non-offending family members were served by Child Safe. This number has almost tripled since they opened in 2001, serving 108 children. All services are provided free-of-charge. Primary funding (about 45%) comes from State General Revenue, with additional grants for Child Advocate positions (2) and some smaller grants that pay for specific needs. Child Safe receives United Way funding from both Pettis County and Saline County. They rely heavily on donations from individuals, community organizations, businesses, and fundraising to make up the rest of the budget.

Child Safe is non-profit and is governed by a Board of Director's. A separate Program Board made up of service providers oversee daily operations and make recommendations concerning program and policy to the Board. Staff includes Executive Director, Forensic Interviewer, two Child Advocates, Office Manager and contracted medical providers.

Child Safe is an accredited member of the National Children's Alliance, the national accrediting agency for Child Advocacy Centers and of Missouri KidsFirst, the network of child advocacy centers in Missouri. Director Carolyn Green currently serves as President of the Board of Missouri KidsFirst and is a member of the Children's Justice Act Task Force, a statewide twenty-one member task force charged with making recommendations to the Governor concerning children's issues.

Sedalia BPW is proud to present our 2007 BPW Business of the Year Award to Child Safe of Central MO Inc.

Employer of the Year Application can be found on **the Sedaliabwm.org Resources** page