



Honoring flexible and supportive employers.

Medtronic

Medtronic is a medical products company with a wonderful, lifesaving mission, and that alone is enough to keep its workers engaged. But it's also a company that works hard to provide the kind of workplace that has earned it a place on *Fortune's* "100 Best" list for seven years.

This company is serious about creating a flexible, supportive work environment. An informal survey showed that about 25% or more of Medtronic employees work in some type of flexible work arrangement – whether flexible start or stop time, part-time hours or telecommuting.

Health is extremely important here, the health of both employees and end product users. Free health risk assessments and wellness screenings have monitored the health of more than 70% of the company's U.S. employees, some uncovering serious conditions at an early stage. On-site fitness facilities and discounts at local and national health clubs also help employees manage their health and wellness. Employees also have an added health care convenience in off-site Minute Clinics, which provide them with access to medical care for common ailments in seventeen convenient locations.

In 2004, Compassionate Leave was introduced to help employees who must provide care for a terminally ill immediate family member. Now any full-time or part-time employee can be paid for up to four work weeks for the care of their family member, including any time under FMLA leave.

The Anniversary Bonus Week was added in 2005, providing eligible employees an extra week of paid time off that they can use once every five years, during the year they celebrate a "five year milestone" service anniversary.

A choice of two retirement plan packages is available for current and new employees. And the Medtronic Scholarship Program (supported by the company foundation) helps children of employees who are pursuing post-secondary education or vocational programs. About a fourth of children applying for scholarships win a grant of between \$500 and \$4,000, which can be renewed for up to four years. The Medtronic Foundation funded 118 scholarships for the 2005/2006 school year

Other conveniences offered onsite to help employees balance their work and personal lives include lactation rooms (fully-equipped Mother's Rooms are available at all facilities to assist mothers who continue to nurse after returning to work), dry cleaning, banking services, stamps, on-site stores with gifts and cards, and a carpooling resource.

Medtronic has an on-site child care center that serves its twin city employees; currently 123 children are enrolled. The center also offers subsidized back-up care for the more than 420 families enrolled. The center recently earned National Association for the Education of Young Children (NAEYC) accreditation. And for those who prefer their neighborhood center, Medtronic has negotiated discounts. Sick child care options are also available to employees, with 80% of the cost subsidized.

This is a company that's making a difference in the world while meeting the dual agenda – making life more livable for its employees and pursuing success as a company.

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