Announcing:

THE TOP 15 BUSINESSES

Saturday, September 6th, 2025



2025 EMPLOYERS OF CHOICE

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2025 EMPLOYERS OF CHOICE

Congratulations

to the 2025 Employers of Choice recipients!



Kelly Balvanz

Senior Recruitment Advertising Representative

It is an honor to be part of Employers of Choice and to share the exciting news each year when nominations are received and businesses are selected. Through this process, I continue to learn so much about our community and the many ways organizations prioritize their people.

Reading the stories and submissions from employees about why their workplace deserves recognition is always inspiring—just as meaningful are the reflections shared by the honorees about the value their employees bring.

Each business is unique, yet the common thread is a deep appreciation for their teams.

This year's honorees represent a wide variety of industries, including healthcare, manufacturing, banking, and many others.

2025 Employers of Choice Winners:

- 43 North Iowa
- IOOF Home and Community Therapy Center
- CENT Credit Union
- Clear Lake Bank & Trust
- CL TEL
- Hancock County Health System
- Mason City Tile & Marble Co. Inc.
- Mike Molstead Motors
- North Central Mechanical Services
- Prairie Ridge Integrated Behavioral Health
- Pritchard Companies
- Stellar Industries, Inc.
- Waste Management
- Woodford Lumber
- Winnebago Cooperative Telecom Association

I invite you to take a moment to explore the 2025 Employers of Choice and hear, in their own words, what makes their employees so remarkable.





Rob Cravaritis

President – Iowa Business Unit
Lee Enterprises

GLOBE GAZETTE

On behalf of The Globe Gazette, I'm honored to announce the recipients of this year's 2025 Employers of Choice awards.

These awards carry special significance because they come from your own employees, those who took the time to nominate your business as a place where people feel valued, supported, and inspired. That kind of recognition doesn't happen by accident. It speaks to the intentional culture you've created and the pride your team takes in being part of it. Each of these organizations, large and small, are helping set the bar for what it means to be an employer of choice in North Iowa. Your leadership, vision, and investment in your people are making a real impact, not only within your walls but across our entire community. Congratulations to each of you on this well-deserved honor. And thank you, for the example you set, and for your ongoing contribution to making North Iowa a place where people want to work, live, and stay.

IOOF Home and Community Therapy Center: A Tradition of Care, A Culture of Compassion

History

The IOOF Home and Community Therapy Center, located in Mason City, Iowa, has a long history of providing care to the community. Established in 1898, it was founded by the Independent Order of Odd Fellows (IOOF), a fraternal organization dedicated to charity and community service. Initially, the IOOF Home was built in 1903 as a place of refuge for Orphaned children and the elderly who could no longer care for themselves. The home was funded by a special tax on IOOF members and donations. Its mission was to provide a safe, comfortable, and dignified living environment. Over the decades, the facility expanded to meet the growing needs of the community and the changing landscape of healthcare. It evolved from a simple retirement home into a comprehensive nursing facility, opening its doors to non-members and eventually changing its name to the IOOF Home and Community Therapy Center to reflect its broader mission. Over the last 8 years, the organization has been lead under the leadership of nursing home Administrator Michael Davis who started his career at the IOOF home in 2013 in Human Resources. Together, Michael and his management team ensure the mission of the IOOF continues. The IOOF has received some notable recognitions such as a 5 star rating in 2016, Readers' Choice Best nursing home 4 years in a row from 2015-2019 and most recently, Readers' Choice Best nursing





THANK YOU

Thank you to our incredible IOOF Home and Community Therapy Center team! For more than a century, our mission has been rooted in care and compassion—and it's each of you who make that mission possible every single day. Your dedication, respect, and kindness not only create a supportive workplace but also ensure our residents feel truly at home. We are grateful for all that you do to carry forward the proud legacy of the IOOF Home.

F L T
IOOF HOME
AND COMMUNITY THERAPY CENTER



IOOF Home: Over a Century of Service, Care, and Community

home in 2023 and 2024. Additionally, Michael Davis received the Mason City Chamber Boss of the Year award in 2019.

What Our Workplace Culture is Like

The IOOF Home strives to uphold the highest standard when it comes to promoting a positive and supportive workplace environment. We believe if our staff are happy, naturally their happiness will reflect in the care they provide for our residents. The first step in keeping staff happy is respect, we believe every person in our facility serves a critical role and no person is too big or too small to jump in and do what we are all here to do, help those in need. Additionally, we regularly recognize our staff for their efforts with our employee appreciation program that includes bonuses, gifts, and prizes throughout the year. Lastly, we provide our staff with a generous and competitive compensation package relative to industry standard.

Services Offered

Today, the IOOF Home and Community Therapy Center offers a wide range of services designed to meet the diverse needs of its residents. These services focus on providing comprehensive care and improving quality of life. The center provides **long-term care** for individuals who require ongoing medical assistance and supervision, as well as **short-term rehabilitation** for those recovering from an illness, injury, or surgery. The rehabilitation services include **physical therapy**, **occupational therapy**, and **speech therapy**, all aimed at helping residents regain independence and return home.

In addition to these core services, the center provides a variety of supportive and therapeutic programs. **Memory care** is available for residents with Alzheimer's and other forms of dementia, offering a secure and specialized environment. Social and recreational activities, such as group outings, games, and crafts, are also a key part of the daily schedule, promoting social engagement and mental well-being. The center also offers **respite care** for families who need a temporary break from caregiving responsibilities

Employee Testimony

“ I have worked at the IOOF Home for 22 years and couldn’t imagine working for a more caring group of people. Everyone that works here truly feels like the residents and staff are part of their family. IOOF home is truly a great place to live and work!” - Alysha Sanchez (CNA/CMA



Prairie Ridge Integrated Behavioral Healthcare: A Legacy of Care and a Future of Growth

Prairie Ridge Integrated Behavioral Healthcare has been a foundation of support in North Central Iowa since 1969, when a small group of community members came together to meet the needs of those struggling with alcoholism.

Since those humble beginnings, Prairie Ridge has grown into a private, non-profit serving thirteen counties across north and central Iowa, offering inpatient and outpatient substance use treatment, mental health services, problem gambling prevention and treatment, and prevention programs for both adults and children. Over the past five years, the organization has nearly doubled in size, becoming both a Certified Community Behavioral Health Clinic (CCBHC) and a Community Mental Health Center (CMHC), expanding programs like psychiatry, and merging with the Substance Abuse Treatment Unit of Central Iowa (SATUCI). And now, Prairie Ridge is proud to add one more accomplishment to that list: being named a Globe Gazette 2025 Employer of Choice.

Empowering Lives, Living Our Mission

Prairie Ridge's mission: to empower individuals to live healthy, purpose-filled lives on their terms - is anchored by its core values of Unyielding Empowerment, Relentless Resiliency, Inspirational Integrity, Active Accountability, and Radical Respect. These principles guide both its approach to care and the culture within its walls.

"I feel Prairie Ridge carries a unique culture that is felt both with our patient population and in our staff interactions," says Residential and IOP Clinical Director Tommi Honken. "Our mission is an umbrella that covers us collectively, encompassing the beauty of the work we do. You'll make a difference in real ways that respect and value each unique person, from small victories to big triumphs."

Another employee adds, "Recovery isn't a cookie-cutter approach. Everyone has their own way of what it looks like, and we recognize that. I'm in recovery myself, so it makes me proud to be able to give back to the community."

The environment is one where degrees, years of experience, and backgrounds fade in importance compared to the genuine care and concern people show for one another. Staff take joy in being part of programs that are not only changing lives, but in some cases, saving them.
The work is transformative, seeing a patient arrive in crisis and leave with hope is a powerful reminder of the difference Prairie Ridge makes, and it all begins with meeting people where they are.

A Culture Worth Celebrating

While Prairie Ridge has grown significantly, employees say the warmth, support, and family-like atmosphere haven't changed. Many point to leadership's open-door policy, willingness to listen, and flexibility for family needs as key to the agency's success in retaining staff — a reflection of its Radical Respect and Active Accountability toward its workforce.

"I feel Prairie Ridge is family-oriented and allows us to put our families first," said one Outpatient Clinician, now in her 11th year with the organization.

"I can come to work and almost every day I'm going to see, and at least say hello to, the CEO," another staff member shared. "The door is always open, as are many of our supervisors' doors. Everyone I walk by says hello. My supervisor is always checking in on my workload to make sure it's manageable. Prairie Ridge cares about your mental health as an employee. It's like a family — a caring family."

Staff say shared traditions also help create a sense of connection, from agency-wide cleaning days filled with laughter, to Tropical Tuesdays in Residential, to all-staff gatherings where coworkers from across departments can connect in person. These moments of levity and togetherness balance the emotionally demanding work and keep Prairie Ridge's culture vibrant.
One of the newest traditions, the Halloweenie Roast, has already become a highlight of the year. Now in its second year, the event combines food, costumes, and community connection, bringing staff, clients, and neighbors together for an afternoon of laughter and lighthearted fun. This year's Halloweenie Roast will be held on October 22 from 5–7 p.m. at Prairie Ridge's Mason City location, 320 N Eisenhower Avenue, and all are welcome to join the festivities. For many, it's more than just a cookout; it's a reminder that recovery and wellness also thrive in moments of joy, creativity, and shared celebration.

Prairie Ridge's story is one of steady growth, deep compassion, and a boundless belief in each person's potential. Being recognized as a 2025 Employer of Choice is not just an award — it is a reflection of the people and the culture that make Prairie Ridge a place where both patients and employees can thrive.

2025 EMPLOYERS OF CHOICE















Honored. Grateful. Inspired.

We are honored to be named a 2025 Employer of Choice, grateful for the trust of our community, and inspired every day by the compassion and dedication of our team. Prairie Ridge is stronger, better, and growing — thanks to you.

2025 EMPLOYERS OF CHOICE

Prairie Ridge
Integrated Behavioral Healthcare

Woodford: A Culture Built on Craft, Care, and Community

When you walk into Woodford's doors at 1700 7th Avenue North in Clear Lake, Iowa, it doesn't take long to sense the difference. Sure, you'll notice the gleam of carefully crafted materials, the tools lined up with precision, and the buzz of a business that knows its trade. But what truly sets Woodford apart isn't found on a shelf or in a showroom. It's in the people.

At Woodford, people aren't just employees. They're family. And that's a philosophy woven into every decision the company makes. From flexible schedules that enable parents to attend a child's school play to intentional training that transforms entry-level hires into subject matter experts, Woodford has established a reputation for prioritizing people.

A Philosophy Rooted in Respect

"Anyone can offer a job," say Woodford owner Tom Lovell. "We want to offer a career, a sense of belonging, and a place where people feel proud to come every morning."

That belief has shaped a workplace where respect isn't something you earn after years of service. It's the starting point. New hires often talk about how welcoming the environment feels from day one.

It's a team effort as everyone works together from selecting quality materials, creating competitive pricing, and providing courteous delivery.

Flexibility Meets Accountability

Another hallmark of the Woodford culture is the way the company strikes a balance between high standards and genuine flexibility. Employees are trusted to manage their responsibilities with autonomy, which fosters a sense of ownership.

That trust extends to work-life balance. Family emergencies, doctor's appointments, or even just the need for a mental health day are all handled with understanding rather than skepticism. The result? Employees who don't just clock in and out but genuinely commit to the company's success.

More Than a Workplace

Woodford's culture extends beyond the office walls. The company is a visible and active supporter of local events, from sponsoring youth sports teams to donating materials for community improvement projects. Employees are encouraged to volunteer for causes close to their hearts.

2025 EMPLOYERS OF CHOICE



WOODFORD LUMBER & HOME

Thank you To our Team!

We are especially grateful to our employees for the thoughtful nominations that helped us earn this award. Your voices, dedication, and pride in Woodford Lumber & Home make this recognition truly meaningful.

Woodford Lumber & Home: Celebrating the Team That Builds Our Success

“Being part of Woodford means being part of something bigger than yourself,” says Lovell. “We know the work we do helps build not only homes and businesses but also stronger communities. That’s a powerful motivator.”

Recognition that Belongs to Everyone

The Employer of Choice award is the latest in a line of honors. Still, leaders at Woodford are quick to point out that it’s not the leadership team alone who deserves credit.

“This recognition belongs to our entire team,” says Lovell. “It’s every employee who takes the time to mentor a coworker, every person who volunteers at a community event, every team that solves a problem together. That’s the spirit that makes Woodford more than just a great place to work.”

In an era when many businesses struggle with turnover and disengagement, Woodford’s approach is refreshingly simple yet profoundly impactful: treat people the way you’d want to be treated, give them the tools to succeed, and celebrate their contributions.

The Heart of Woodford

The recognition as Employer of Choice confirms what employees, customers, and community members have long known: Woodford is built on more than wood, nails, and blueprints. It’s built on heart. And that heart beats strongest in the people who show up every day, ready not just to do their jobs, but to make a difference for their team, their families, and their community.

Because at Woodford, work isn’t just about what you build. It’s about who you build it with.









CENT Credit Union Named Employer of Choice During Milestone 60th Anniversary Year

MASON CITY, Iowa — The year 2025 has turned into a landmark one for CENT Credit Union. Not only is the financial cooperative celebrating its 60th anniversary with a charter date of February 15, 1965, but it has also been named an Employer of Choice — a prestigious recognition that highlights organizations where employees truly love to work. For CENT, the honor is especially meaningful, arriving in the same year the credit union reflects on six decades of serving members and communities across northern Iowa.

'Cent'ral to the credit union's mission is its team of dedicated member service professionals, lenders, and support team. CENT currently employs more than 30 people across locations in Le Mars, Emmetsburg, and two locations in Mason City: The CENTer downtown, and WestSide along Highway 122. These team members work each day to care for the valued CENT members by helping them make the most of their savings, while also finding auto and home loans that best fit their budget.

A TEAM THAT STICKS TOGETHER

Longevity is the norm among this team. Take Jana Erickson, AVP Retail Operations. As a leader, she oversees team members and helps them find the best solutions for the credit union's members. She joined CENT six years ago and says working here is a dream come true.

"I have never experienced a company that cares so much for their employees," Erickson said. "By supporting and encouraging their growth, listening to their needs, and truly exemplifying the 'service above self' culture allows our employees to give our members the best experience possible."

Other employee tenures date back to 2020, 2017, 2013 – even 1986! These 'cent'sational team members stay and grow through the years for a variety of reasons, including the excellent benefits package offering generous health care benefits and retirement matching, flexible scheduling, and a commitment to work-life balance. Beyond benefits, though, is the opportunity to make a difference.

The commitment to community runs deep.

As a not-for-profit financial cooperative, CENT measures success not only through its financial performance, but just as importantly through its community impact. Team members are active in service clubs and fundraising events, and the credit union sponsors everything from youth sports teams to financial literacy efforts to major community impact programs.

The CENT team is encouraged to volunteer through whichever organizations best speak to each person. Meanwhile, team members have an opportunity to make a bigger impact through the CENT Cares program. This is an employee-driven outreach effort in which team members find the organizations and non-profits that can make the most impact with a boost from CENT. CENT staff is then given a donation budget and encouraged to take part in volunteer outreach to help these organizations. In 2025, $4,000 is being donated from the CENT Cares program in Mason City alone, benefiting organizations including The United Way and Crisis Intervention Service. In 2025, during its 60th anniversary year, CENT has been especially active through its #60for60 initiative: 60 targeted, impactful outreach efforts to recognize its milestone anniversary. So far this year, 60 for 60 efforts have benefited local teachers, law enforcement, youth with autism, and a lot more. Learn more about the initiative here: www.centcu.org/60for60

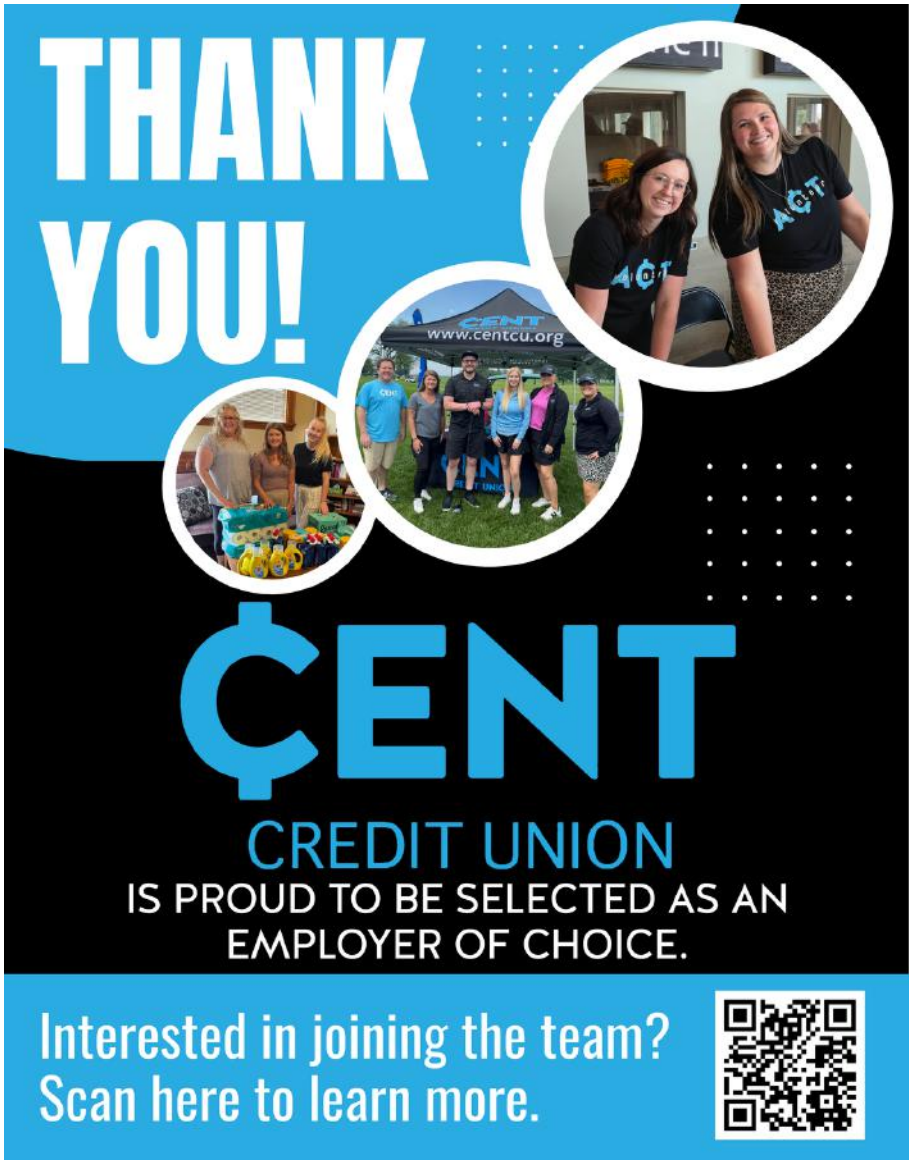
WHAT IT MEANS TO BE AN EMPLOYER OF CHOICE

The Employer of Choice recognition means more than a plaque on the wall or a nice feature in the newspaper. It's a sign to anyone looking for meaningful work that CENT is a place to apply. When it comes to recognition, opportunity for advancement, and employee satisfaction, CENT has it all. For CENT President & CEO Matthew Chizek, the recognition affirms a decade of intentional work.

"This award is really about our team," Chizek said. "They bring energy, compassion, and creativity to their work every single day. To be recognized as Employer of Choice tells me that our employees feel the same pride in CENT that we feel in them. That's the culture we've worked hard to build."

A HISTORY OF MAKING EVERY CENT COUNT





Making Every CENT Count for Members and Communities

From its beginnings in 1965, CENT Credit Union has stayed rooted in the credit union philosophy of “people helping people” and the mission to provide outstanding financial service, one CENT at a time. Founded to serve the financial needs of health care employees, the credit union expanded over the decades to include government employees in Mason City, hardworking cement plant employees, and eventually a broader field of membership.

In 2015, these various groups came together under the new name: CENT Credit Union. The rebranding unified the legacy of service while opening doors to more members across northern Iowa.

The organization has evolved in the way it serves its members – from paper savings account books to current mobile and online options – but the member has always remained the focus. At CENT, member service starts with a positive workplace for employees.

“The culture here is authentic.” said Chief Operating Officer Traci Koehn. “We’re encouraged to get out in the community, volunteer, and build relationships that create a sense of purpose.”

BUILDING THE NEXT 60 YEARS

While 2025 is a year of celebration, it’s also just the beginning. At CENT, investments in updated technology and infrastructure are making banking easier than ever for the 11,000+ CENT members statewide.
“While it’s important for us to provide a modern banking experience, we know that the heart of CENT isn’t in tech,” Chizek said. “It’s our team. If we treat them right, they’ll treat our members right, and we’ll be successful for another 60 years.”
That focus on people-first growth also means developing future leaders. Leadership programs and cross-training opportunities are equipping the next generation of CENT employees to step into expanded roles. As the organization grows, so does the chance for employees to grow along with it.

FINAL THOUGHT: A SHARED CELEBRATION

Receiving the Employer of Choice award in the same year as CENT’s 60th anniversary has created a sense of shared pride among team members. For the team, it’s a public acknowledgement of what CENT members have known for years: that CENT is a place where people matter. As the anniversary continues, the CENT team says they’re grateful for the honor and even more motivated to live up to it.

“Recognition is wonderful,” Chizek said. “But the real measure of success is when the team is excited to come to work, and our members leave knowing they mattered.”

CENT’s Mission: To provide outstanding service, one CENT at a time.

CENT’s Vision: Changing the way you bank since 1965. Every CENT Counts.







Forging Futures: Building Careers and Community at Stellar

At Stellar, employee-owners are motivated to design and manufacture the highest-quality, most innovative equipment for the work truck industry.

Stellar was founded in 1990 by three local entrepreneurs with a dream of what the work truck industry could look like. Over 35 years, the Garner-based company has grown into a nationally recognized manufacturer with a global impact and multiple U.S. locations. But Stellar is more than the trucks you see on the road or on the jobsite.

Behind every piece of equipment built is something even more powerful — the people who make it. With a wide range of career paths, the benefit of employee ownership and a deep commitment to the Northern Iowa community, Stellar isn't just a place to work, it's a place for individuals to thrive in their career.

A Role for Everyone

Walk through any Stellar location and you'll meet people in roles as diverse as the equipment they build. From engineering to sales, and production to IT, any person can succeed at Stellar. Through mentorship and hands-on experience, employees are able to build upon their education, grow their individual skill set and cultivate a lifelong career.

At the foundation of Stellar's success are both next-level technology and opportunities for young professionals. With competitive internships and educational programs as well as investments in cutting-edge tools, Stellar understands that the future of the workforce can be a powerful driver for a company's market position.

Having Stock in Success

For full-time employees, what drives the culture at Stellar is its Employee Stock Ownership Plan (ESOP). Being 100% employee-owned and -operated means that when the company succeeds, so do the employees. It's more than just a benefit though, it's a mindset.

"When you have a stake in the company, you show up differently," explained Dave Zrostlik, President of Stellar. "We're all working toward the same goal and we take pride in what we're building."

Of course, employee ownership does translate into long-term financial rewards as well. Overall, it's a system that rewards commitment, drives accountability and helps every individual feel invested, both literally and figuratively, in the company's success.

Community Roots

Though Stellar has a global reach with its products, its heart continues to be firmly planted in the local communities it is based in. In the Northern Iowa area, Stellar actively supports community organizations, projects and educational programs. Whether it's sponsoring youth sports teams, donating to non-profits or investing in state-of-the-art facilities, Stellar strives to be a positive force in the areas it calls home.

"Our employees live here, their kids go to school here and we care deeply about helping our communities thrive," explains Zrostlik. "An authentic community spirit is baked into the culture at Stellar — one of teamwork, ownership and Midwestern grit."

More than a Job

At Stellar, it isn't just about building equipment, it's about building futures — for employees, their families and their communities. Whether you're a summer intern or a member of the leadership team, the work being done at Stellar matters, and it helps keep the world running.







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TOP WORK PLACES 2024
Des Moines Register

CAREERS

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ABOUT WM

WM is North America's leading provider of comprehensive environmental solutions. WM is driven by commitments to put people first and achieve success with integrity.

The company, through its subsidiaries, provides collection, recycling and disposal services to millions of residential, commercial, industrial, medical and municipal customers throughout the U.S. and Canada.

With innovative infrastructure and capabilities in recycling, organics and renewable energy, WM provides environmental solutions to and collaborates with its customers in helping them pursue their sustainability goals.

In North America, WM has the largest disposal network and collection fleet, is the largest recycler and is a leader in beneficial use of landfill gas, with a growing network of renewable natural gas plants and the most landfill gas-to-electricity plants, as well as the largest heavy-duty natural gas truck fleet in the industry.

WM Healthcare Solutions provides collection and disposal services of regulated medical waste and secure information destruction services in the U.S., Canada and Western Europe.

To learn more about WM and the company's sustainability progress and solutions, visit Sustainability.WM.com.

Why should you apply? We invest in you!

- Be home every night and weekend
- Industry-leading health insurance
- 3 Weeks Paid Time Off
- 401k + Company Match
- Degree Coverage for 175+ education programs
- Discounted Stock Options
- Yearly boot allowance, uniforms, safety vests and protective eye wear
- An opportunity to work with an empowering workforce and career advancement

Benefits

At WM, each eligible employee receives a competitive total compensation package including Medical, Dental, Vision, Life Insurance and Short Term Disability. As well as a Stock Purchase Plan, Company match on 401K, and more! Our employees also receive Paid Vacation, Holidays, and Personal Days. Please note that benefits may vary by site.

Why Choose WM?

Our crews are the best. Highly trained, safety focused, with career opportunities and stability. We invest in you by providing industry-leading benefits: tuition paid for employes and eligible dependents for 135+ high school, college, and Certificate programs, health coverage, lucrative 401k, stock purchase plan, and more. We're neighbors, friends, and family members and partners working to serve the communities where we live. Join us, and together, we'll work proud for our communities.

Ready to start your tomorrow, today?
Apply now at wm.com/Careers







Safety Technology on WM Trucks

WM Smart Truck® Technology

With the help of a proprietary system of cameras and sensors, WM Smart Truck® technology can document every service, every day to provide customers with direct, targeted feedback to drive behavior change and reduce contamination. This technology reduces the number of times drivers must leave the cabs of their trucks.

Better Brake Lights

The more visible our trucks are on the roads, the safer we are. To help reduce rear-end collisions, we are upgrading to the new brake lights that flash repeatedly to catch the attention of other drivers.



DriveCam®

DriveCam® camera is a video recorder that is automatically activated by sudden movements, allowing managers to see drivers' behavior and, if necessary, coach them on safer driving techniques.

Automatic Front Loading

Automatic front loaders service containers with two forks on the front of the truck that lift and tip contents into the body of the truck - operated by the driver with controls inside the cab.

Advanced Driver Assistance System (ADAS)

Advanced driver systems include features like collision mitigation, active braking technology and vehicle telematics that communicate any needed repairs to our shops. Beyond the safety benefits, these enhancements lead to greater driver satisfaction and retention.

CLtel: Where Digital Harmony Begins with People

When a business earns the title Employer of Choice, it's never about one policy, perk, or program. It's about a culture woven through every decision, every relationship, and every customer interaction.

At CLtel, that culture has been nurtured for decades. Today, it's not just about providing North Iowans with reliable Internet, hosted phone, and digital services. It's about building a workplace where employees thrive, families feel supported, and the community sees a partner they can trust.

A Legacy Rooted in Clear Lake

Founded over a century ago, CLtel has been part of Clear Lake's story longer than most of its customers have been alive. But the reason employees stay is a shared sense of purpose. "We've always believed that technology should serve people, not the other way around," says Chief Executive Officer Sean Khurana. "That starts with the people right here in our own building. If they feel supported, trusted, and empowered, that energy ripples outward to our neighbors and the businesses we serve."

That sense of purpose is rooted in something simple yet powerful: the Golden Rule. Team members are encouraged to treat others the way they want to be treated and to end each day able to say, "I made a positive difference in someone's life today."

People First, Always

CLtel's culture can be summed up in a simple phrase: Neighbors. Not Numbers. Employees are parents at local schools, volunteers at community fundraisers, and friendly faces at the grocery store.

Inside the company, leadership is committed to ensuring that work-life balance is more than just a talking point. Flexible scheduling, generous family leave, and support for personal growth mean employees don't have to choose between advancing their careers and caring for their families.

What's more, CLtel invests in training and development with the belief that when employees grow, the whole company grows. Technicians receive ongoing certifications, customer service representatives are equipped with problem-solving training that emphasizes empathy, and managers are encouraged to lead by example. Not hierarchy.

As Vince Lombardi once said, "Every job is a self-portrait of the person who did it. Autograph your work with excellence." At CLtel, that principle is a standard that employees live by.

"Allergic to Mediocrity"

CLtel employees often joke about one of



More Than Connections: CLtel's Culture of Care and Community

the company's core values: being "allergic to mediocrity." It's a playful phrase, but it captures something serious. Every install, every phone call, every piece of equipment matters because it touches a customer's life. That mindset comes from pride in doing meaningful work.

You don't just come to work here to do a job. You come here to solve real problems for people you know. It might be the school your kids attend, a neighbor's small business, or your own family streaming the football game on a Friday night. That's why we never settle for 'good enough.'

Digital Harmony, Human Roots

The company's brand promise of Digital Harmony isn't just about symmetrical speeds, reliable Internet, and local support. It's about creating balance between technology and people, progress and tradition, community and connectivity. Internally, that same harmony guides how employees are treated.

Open-door policies ensure that anyone can voice ideas. Cross-department collaboration keeps innovation from getting siloed. And an intentional focus on all aspects of wellness (physical, mental, and financial) reminds employees that they're valued as whole people, not just as workers.

It's also a joy to see the ripple effect in the community. Watching employees' young families grow, learn, and succeed is a source of pride for the company. Seeing those children become contributing adults in North Iowa is one of CLtel's quietest but most meaningful legacies.

Giving Back, Together

One reason employees are proud to work at CLtel is the company's deep commitment to community. From sponsoring local events like Earth Day and providing Wi-Fi at city parks to sparking an industry to come together in the fight against sex trafficking (Operation IFAST), CLtel doesn't just write checks. It rolls up sleeves. Employees are encouraged to volunteer, and many do so as teams, reinforcing bonds that go beyond the office.

It's this spirit of community that makes CLtel a magnet for talent in North Iowa. When you can say your workplace helps your hometown thrive, that's something special.

The Results Speak for Themselves

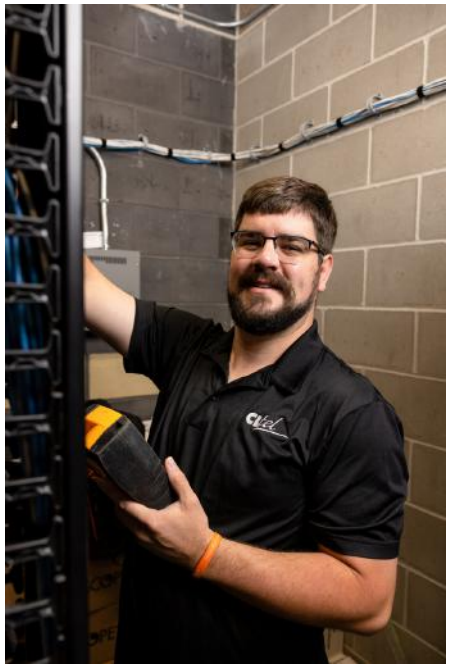
Being named Employer of Choice is a recognition, but for CLtel it's also a responsibility. Employee satisfaction surveys consistently highlight high levels of engagement and pride. Retention rates surpass industry averages. And perhaps the strongest testament comes from the number of employees who refer friends and family to join the team.

Customers feel the difference, too. A neighbor-first approach has translated into award-winning service, community trust, and a reputation for reliability that national competitors can't match. For CLtel, the employee experience and the customer experience are inseparable.

A Place You'd Be Proud to Call Home

As one employee summed it up, "It's not just a job. It's a place where people care about you, and you care about them. That's rare. That's why CLtel is the employer of choice."

For CLtel, the award is an honor. For its employees, it's simply confirmation of what they already knew: that in the pursuit of Digital Harmony, people come first.









PRITCHARD COMPANIES



From Left to Right: Ryan Pritchard, Ellen Pritchard-Sedlock, Bill Pritchard, Angela Pritchard-Spiteri, Joe Pritchard

A History of Excellence

For more than 110 years, Pritchard Companies has built its reputation on trust, family values, and a relentless focus on people. What began in 1913 as a single Ford dealership, has grown into a diversified transportation company with more than 350 employees and a presence across multiple states.

What truly drives Pritchard Companies, however, is its people. As a fifth-generation family-owned business, we lead with values of faith, family, and community, creating a culture where employees feel supported and empowered to succeed.

Being named an Employer of Choice is a reflection of that legacy. Our history of excellence isn't just about vehicles—it's about building communities, investing in our people, and ensuring that every generation has the tools to move forward.



"At Pritchard Companies, we are committed to offering a comprehensive Employee Benefits Program that helps our employees stay healthy, feel secure, and ensure a long-lasting relationship with the Pritchard Family for years to come."

- JOE PRITCHARD

JOIN THE PRITCHARD TEAM

www.pritchards.com/careers

Amplified Digital

CONGRATULATIONS

TO ALL THE

EMPLOYERS OF CHOICE WINNERS

The Employers of Choice award is a meaningful recognition and a strong testament to the way you value and support your employees.

We look forward to seeing the inspiring nominations that will be shared in the year ahead.

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HCHS Among Nation's Best: Awarded for Quality, Emergency Care & Workplace Culture

Hancock County Health System is proud to have been selected as a 2025 Employer of Choice, from nominations submitted to the Globe-Gazette.

"The heart of Hancock County Health System (HCHS) is the people who provide the care and offer support to each other, to our patients and their loved ones," said Laura Zwiefel, HCHS CEO. "We are proud to have been named as an Employer of Choice in 2025."

HCHS's hometown care includes the full continuum of primary health care...from health promotion to end-of-life care. And along with being named an Employer of Choice in 2025, HCHS also has received two additional prestigious honors:

- **Named a Top 100 Critical Access Hospitals by The Chartis Center for Rural Health.** Chartis' annual Top 100 award program honors outstanding performance among the nation's rural hospitals; and
- **One of America's Best Hospitals for Emergency Care Wait Time and Efficiency by the Women's Choice Award®.** The Women's Choice Award® identifies America's Best Hospitals & healthcare facilities across the nation based on robust criteria that include relevant clinical performance, patient satisfaction and appropriate accreditations.



HCHS
HANCOCK COUNTY HEALTH SYSTEM
An Affiliate of MERCYONE
Your Health - Our Care...
A Lasting Partnership

2025 EMPLOYERS OF CHOICE

Thank You, Team HCHS

We are incredibly proud to share that Hancock County Health System has been recognized as a 2025 Employer of Choice, named among the Top 100 Critical Access Hospitals in the nation, and honored as one of America's Best Hospitals for Emergency Care. These achievements are a direct reflection of you—the people who bring skill, compassion, and dedication to every patient, every day.

Your commitment to caring for our patients, supporting one another, and living out our mission is what makes HCHS such a special place to work and receive care. Whether you serve on the frontlines of patient care, support operations behind the scenes, or provide expertise in specialized services like Pain Management, every role is essential to our success.

Thank you for making HCHS not only a trusted provider of healthcare, but also a workplace where people feel valued, supported, and inspired. These honors belong to each of you, and we are grateful for all that you do.






https://www.mercyonenorthiowaaffiliates.org/hchs

Hancock County Health System Named 2025 Employer of Choice

Among all the wonderful services provided at HCHS is Pain Management Care. This service is for those who want to increase function and find relief from chronic pain. Dealing with acute pain on a regular basis can make the simplest daily tasks an agonizing struggle. HCHS Pain Management Service wants every patient to reach their optimal level of health to allow them to resume tasks in their everyday life with as little pain as possible.

Keeping true to HCHS's patient-centered care model, patients will be evaluated and treated by pain management expert Richard Kilgore, CRNA. He offers a multi-disciplinary approach, utilizing physical therapy, social services, medication management/ injection-therapy to treat patients in a holistic manner.

Whether the pain stems from nagging back pain, an acute sports injury, a recent operation, osteoarthritis or complex regional pain syndrome, Kilgore is driven to understand and eliminate it. HCHS and Kilgore recognize that every person has different preferences, needs and lifestyles that require a unique treatment plan. Conditions treated at HCHS Pain

Management Service include:

- Neck Pain
- Back Pain
- Radiating Pain
- Sciatica
- Chest Wall Pain
- Certain Types of Headaches
- Cancer Pain
- Reflex Sympathetic Dystrophy
- Post-Herpetic Neuralgia (Shingles)
- Facet Arthropathy
- Myofascial Syndrome
- Vertebral Compression Fracture
- Complex Regional Pain Syndrome

Treatment options include:

- Epidural injections in the lumbar, thoracic, cervical or sacrum.
- Lumbar transforaminal injections
- Facet injections in the cervical and lumbar region
- Trigger point injections for myofascial pain
- Sacroiliac joint injections
- Hip, knee and shoulder injections
- Physical Therapy. Treatment, healing, and prevention of injuries or disabilities by relieving pain, promoting healing, and restoring function and movement. Active physical therapies include stretching, strengthening, aerobic, and pain relief exercises. Used to treat a variety or muscle and joint pain.

For more information about HCHS Pain Management, call HCHS at: 641-843-5123





ABOUT HCHS

Hancock County Health System offers the following:

- Competitive Compensation: Fair salaries and comprehensive benefits packages, including:
  - IPERS retirement
  - Comprehensive and competitively priced Medical and Dental Benefits
  - Employer-paid life insurance
  - Paid Time Off and Sick Pay
  - Employee Assistance Program – HCHS covers the cost of up to four free sessions for employee and immediate family members per incident.
- **Positive Work Environment:** We offer a culture of trust, respect, and fairness.
- **Work-Life Balance:** We promote a healthy balance between professional and personal life through flexible work arrangements.
- **Employee Engagement & Recognition:** We regularly recognize and reward employees for their contributions.
- **Diversity and Inclusion:** We foster an inclusive environment where all employees feel valued and respected.
- **Transparency and Communication:** We maintain open and honest communication channels between management and employees.






CONGRATULATIONS
TO ALL EOC WINNERS
IT IS AN HONOR TO HIGHLIGHT THESE OUTSTANDING ORGANIZATIONS RECOGNIZED AS EMPLOYERS OF CHOICE, CELEBRATING THEIR COMMITMENT TO CREATING WORKPLACES WHERE PEOPLE THRIVE.
FROM ALL OF US AT THE:
GLOBE GAZETTE


Congratulations
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2025

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