

USGlassTM

METAL & GLAZING

THE MAGAZINE OF RECORD FOR ARCHITECTURAL GLASS INDUSTRY LEADERS

Volume 57
Issue 9
September 2022

Curtain Wall Design & Consulting



Q-Railing USA



Salem Fabrication Technologies Group



Giroux Glass



The Industry's
Best
Companies
To Work For

Egan Co.



Trex Commercial



Frontier Glass



Frameless Hardware Co.



YKK AP



Technoform



Glass Solutions Inc.



McGrory Glass



Window Film Depot



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A New Way to Work

The world has seen many changes since the start of the global pandemic in March 2020. Those changes affected all areas of daily living, including how, when and where we go to work. According to nominations for USGlass magazine's Best Companies to Work For, nearly 80% of companies offer work-from-home options for employees whose jobs allow (*Editor's note: this question was not asked on previous surveys so a pre-COVID comparison is not available*).

Traditional benefits are also still important. Medical/healthcare insurance and paid vacation time continue to rank high among employees.

This issue of USGlass magazine takes a look at some of the best companies to work for—according to input from our readers. Those featured were scored 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 by subscribers to the 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.

The information included was provided by the companies and edited for publication.



1-100 EMPLOYEES

1

Q-Railing USA Co., Tustin, Calif.

Medical Health Coverage: Fully employer paid
Dental Plans: Fully employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Fully employer paid
Paid Vacation Time: Three or four weeks
Sick/Personal Time: 5 days per year
Continuing Education Coverage: Partially employer paid
Medical Savings Plan: Health savings account
Maternity Plan: Employer paid, more than eight weeks
Pay Increases: Provided periodically based on merit
Paid Bereavement Leave: Yes, as needed
Paid Holidays: 17 annually
Employee Assistance Program: Employer provided/covered
Referral Bonus Program: Gifts/rewards
Flex time for employees: Yes



What makes the company one of the best in the industry? Q-railing USA Co. focuses on hiring a diverse group of employees independent of their background. It proudly says it has an almost even split between women and men.

USGlass Magazine Ranks the Best Companies to Work for in the Glass and Metal Industry

Best
Company
To Work For
USGlass
METAL & GLAZING
2022



2

Salem Fabrication Technologies Group Inc., Winston-Salem, N.C.

Medical Health Coverage: Partially employer paid
Dental Plans: Available, but not employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Fully employer paid
Stock Options: Employee stock ownership plan
Personal Time Off (includes vacation and sick):
 14-21 days depending on tenure
Continuing Education Coverage: Partially employer paid
Medical Savings Plan: Health savings account
Maternity Plan: Unpaid, more than eight weeks
Pay Increases: Annually
Profit-Sharing Plan: Yes
Paid Bereavement Leave:
 3 days for close relative; 1 day for distant relative
Paid Holidays: Nine paid holidays annually
Employee Assistance Program: Employer provided/covered
Referral Bonus Program: Cash bonus
Flex time for employees? Yes

What makes the company one of the best in the industry? Salem/HHH is an employee-owned company with a family feel. Salem strives to hire employees that have an ownership mentality and want to contribute to making changes for the success of our company. It practices open-book management and provide financial education to all employees to inform about how decisions and performances impact our bottom line. Employees are rewarded with an annual bonus based on EBITDA that is tracked in our weekly huddles with all employees. It recognizes outstanding contributions on special projects with spot bonuses. Its hybrid work-from-home environment offers a positive work/life balance. The company recognizes the issues impacting employees and tries to respond accordingly. For instance, the company recently initiated a gas stipend for those required to come into our facilities. During our annual wage increase review effective Aug. 1, we provided an increase plus a one-time \$1,750 bonus.



1-100 EMPLOYEES

3

Frontier Glass Inc., Rochester, N.Y.

Medical Health Coverage: Partially employer paid
Dental Plans: Partially employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Available, but not employer paid
Short-Term Disability: Available, but not employer paid
Life Insurance: Fully employer paid
Paid Vacation Time: Three or four weeks
Sick/Personal Time: As many as needed
Continuing Education Coverage: Employer paid
Medical Savings Plan: Flexible spending plan
Maternity Plan: employer paid, up to four weeks
Pay Increases: Periodically based on merit
Profit-Sharing Plan: Yes
Paid Holidays: Seven paid holidays annually
Employee Assistance Program: Employer provided/covered
Referral Bonus Program: Gifts/rewards
Flex time for employees? Yes



What makes the company one of the best in the industry? Frontier Glass is a pleasant, honest and ethical family-centric work environment and culture from the top of the business downward. Its owner strives to maintain this culture every day. Frontier Glass also provides company outings for employees and families two to three times per year and paid lunches, at least once per month.

Window Film Depot Inc., Marietta, Ga.

4

Medical Health Coverage: Partially employer paid
Dental Plans: Partially employer paid
Retirement Plan: 401K, employer match
Long-Term Disability:
 Available, but not employer paid
Short-Term Disability: Employer paid
Life Insurance: Fully employer paid
Stock Options: Employee stock ownership plan
Paid Vacation Time: Two weeks
Sick/Personal Time: Five days
Continuing Education Coverage:
 Partially employer paid
Medical Savings Plan: Health savings account
Maternity Plan: Employer paid, up to four weeks
Pay Increases: Provided periodically based on merit
Paid Bereavement Leave: Two days
Paid Holidays: 10 paid holidays annually
Employee Assistance Program:
 Employer provided/covered
Referral Bonus Program: Gifts/rewards
Flex time for employees? Yes



What makes the company one of the best in the industry? Window Film Depot provides amazing opportunities for all individuals to advance based on skill set, drive and merit. Female led, president Krissy Mosby is growth-oriented and prioritizes internal advancement for existing employees who are dedicated to career advancement and personal fulfillment.



101-1,000 EMPLOYEES

1

Curtain Wall Design & Consulting Inc.

Medical Health Coverage: Partially employer paid
Dental Plans: Fully employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Partially employer paid
Stock Options: Employee stock ownership plan
Paid Vacation Time: Three or four weeks
Sick/Personal Time: 25
Continuing Education Coverage:
 Partially employer paid
Medical Savings Plan: Health savings account
Maternity Plan: Unpaid, more than eight weeks
Pay Increases: Annually
Profit-Sharing Plan: Yes
Paid Bereavement Leave: Three days
Paid Holidays: Nine paid holidays annually
Employee Assistance Program: For employees only
Referral Bonus Program: Cash bonus



What makes the company one of the best in the industry? CDC provides a great growth environment for anyone who wants to improve personally and professionally.

Egan Company, Champlin, Minn.

TIE

2

Medical Health Coverage:
 Partially employer paid
Dental Plans: Available, but not employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Employer paid
Paid Vacation Time: Five or six weeks
Sick/Personal Time:
 Three to six weeks depending on years of service
Continuing Education Coverage:
 Employer paid
Medical Savings Plan: Flexible spending plan
Maternity Plan:
 Employer paid, more than eight weeks
Pay Increases: Annually
Profit-Sharing Plan: Yes
Paid Bereavement Leave: Five days
Paid Holidays: 8.5 paid holidays annually
Employee Assistance Program: For employees and household members
Referral Bonus Program: Cash bonus
Flex time for employees? Yes



What makes the company one of the best in the industry? Putting employees first is why Egan Co. is one of the best in the industry. The company provides excellent benefits and creates a dynamic culture--while listening to the wants and needs of employees. Egan offers a flexible, distributed workplace model, allowing employees hybrid work. Egan maintains an aggressive commitment to provide a safe and healthy place of employment through the Safety Brings You Home program, investing significant resources to provide training for all employees about the skills and knowledge to ensure safety.



101-1,000 EMPLOYEES

Trex Commercial, Minneapolis, Minn.

TIE

2

Medical Health Coverage: Partially employer paid
Dental Plans: Partially employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Employer paid
Stock Options: Employee stock ownership plan
Paid Vacation Time: Three or four weeks
Sick/Personal Time: Five days annually
Continuing Education Coverage:
 Partially employer paid
Medical Savings Plan: Health savings account
Maternity Plan: Employer paid, seven to eight weeks
Pay Increases: Annually
Paid Bereavement Leave: Three days
Paid Holidays: Eight paid holidays annually
Employee Assistance Program:
 For employees and household members
Referral Bonus Program: Cash bonus
Flex time for employees? Yes



What makes the company one of the best in the industry? The entire organization is focused on problem solving for our clients in the glass/railing/metal fabrication space. It provides cutting-edge design and engineering, manufacturing and installation of award-winning client projects. It delivers this while putting employees first through growth and development opportunities and reward and recognition. The company values a work-life blend that allows for flexibility and higher engagement.

3

Frameless Hardware Company LLC, South Gate, Calif.



What makes the company one of the best in the industry? It has a tremendous culture and family atmosphere with everyone rewarded when making goals and servicing our customers. We stress teamwork.

Medical Health Coverage:
 Employer paid
Dental Plans: Employer paid
Retirement Plan:
 401K, employer match
Long-Term Disability:
 Available, but not employer paid
Short-Term Disability:
 Employer paid
Life Insurance: Employer paid
Paid Vacation Time: Two weeks
Sick/Personal Time:
 Four days annually
Continuing Education Coverage:
 Employer paid
Maternity Plan:
 Employer paid, up to four weeks
Pay Increases: Annually
Paid Bereavement Leave:
 Five days
Paid Holidays:
 Six paid holidays annually



101-1,000 EMPLOYEES

Giroux Glass Inc., Los Angeles, Calif.

TIE

4

Medical Health Coverage: Partially employer paid
Dental Plans: Partially employer paid
Retirement Plan: 401K, employer match
Long-Term Disability: Available, but not employer paid
Short-Term Disability: Available, but not employer paid
Life Insurance: Employer paid
Stock Options: Employee stock ownership plan
Paid Vacation Time: Two weeks
Sick/Personal Time: Six days annually
Continuing Education Coverage: Partially employer paid
Medical Savings Plan: Flexible spending plan
Maternity Plan: Unpaid, more than eight weeks
Pay Increases: Provided periodically based on merit
Profit-Sharing Plan: Yes
Paid Bereavement Leave: Five days
Paid Holidays: 13 paid holidays annually?
Employee Assistance Program: For employees and household members
Referral Bonus Program: Cash bonus
Flex time for employees? Yes



What makes the company one of the best in the industry?

Giroux Glass is 100% ESOP so we all share in the profits of the company. Employees do not buy shares; they are gifted them. In addition, the company has a 401K plan in which savings are matched 25% by the company. Anyone working 30 hours or more can benefit from all perks offered. The company reimburses students for tuition and books, and also provides work training, workshops, conferences and certification programs for all employees who qualify.

Glass Solutions Inc., Itasca, Ill.

TIE

4

Medical Health Coverage: Partially employer paid
Dental Plans: Partially employer paid
Retirement Plan: 401K, less than 100%
Long-Term Disability: Employer paid
Short-Term Disability: Employer paid
Life Insurance: Employer paid
Paid Vacation Time: Three or four weeks
Sick/Personal Time: Three days annually
Continuing Education Coverage: Partially employer paid
Medical Savings Plan: Health savings account
Maternity Plan: Unpaid, more than eight weeks
Pay Increases: Annually
Profit-Sharing Plan: Yes
Paid Bereavement Leave: As needed
Paid Holidays: Ten paid holidays annually
Employee Assistance Program: For employees and household members
Referral Bonus Program: Cash bonus
Flex time for employees? Yes



What makes the company one of the best in the industry?

Glass Solutions Inc. (GSI) provides a family-oriented culture giving employees the freedom to share ideas and opinions, and fosters an environment of camaraderie among staff. It offers an anonymous online suggestion box, onsite fitness center, foosball and ping pong tables, as well as a golf simulator. It holds multiple social events throughout the year including charity and community involvement programs, annual educational scholarships to employees and their family members.



101-1,000 EMPLOYEES

McGrory Glass Inc.

Medical Health Coverage: Partially employer paid

Dental Plans: Partially employer paid

Retirement Plan: 401K, less than 100%

Long-Term Disability: Employer paid

Short-Term Disability: Employer paid

Life Insurance: Employer paid

Paid Vacation Time: Three or four weeks

Sick/Personal Time: Yes, with amount depending on longevity, position in company, etc.

Continuing Education Coverage: Employer paid

Medical Savings Plan: Medical FSA

Maternity Plan: Unpaid, more than eight weeks

Pay Increases: Bi-annually

Paid Bereavement Leave: Three days

Paid Holidays: Nine paid holidays annually

Employee Assistance Program:

Employer provided/covered

Referral Bonus Program: Cash bonus

Flex time for employees? Yes

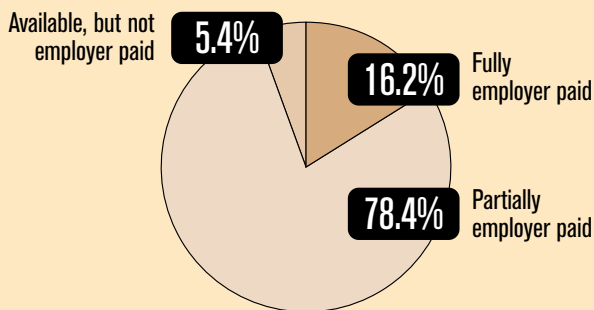


What makes the company one of the best in the industry?

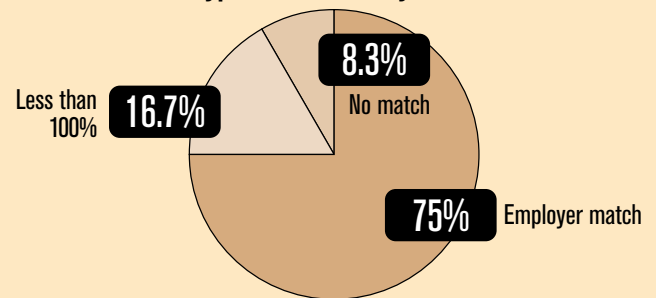
McGrory is one of the best in the industry because as the company continues to grow, it continues to care for and celebrate employees and treat them like friends and family, just as they did 38 years ago. Other unique benefits include an annual bonus program for all employees, and a college tuition benefit plan where employees earn money toward college scholarships for their children, grandchildren, nieces or nephews. The company also offers an identity protection program, health reimbursement account, vision insurance and wellness program.

A Closer Look at Some of the Benefits Offered

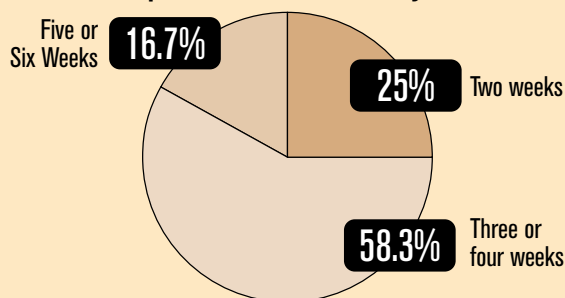
What type of medical health coverage do you receive?



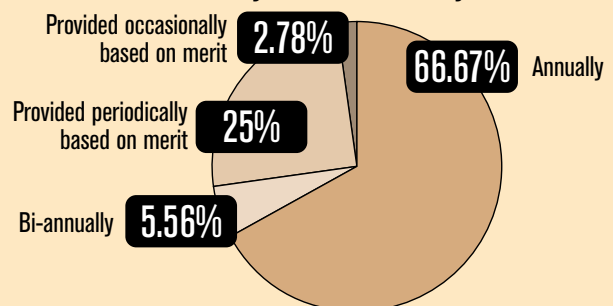
What type of 401K do you receive?



How much paid vacation time do you receive?



How often do you receive salary increases?



Source: USGlass Magazine 2022 Best Companies to Work For Survey



1,000+ EMPLOYEES

1

YKK AP, Atlanta, Ga.

Medical Health Coverage:

Partially employer paid

Dental Plans: Partially employer paid

Retirement Plan: 401K, employer match

Long-Term Disability: Employer paid

Short-Term Disability: Employer paid

Life Insurance: Employer paid

Stock Options: Employee Stock Purchase Plan

Paid Vacation Time: Three or four weeks

Sick/Personal Time: Five days annually

Continuing Education Coverage:

Employer paid

Medical Savings Plan:

Flexible spending plan

Maternity Plan:

Employer paid, five to six weeks

Pay Increases: Annually

Profit-Sharing Plan: Yes

Paid Bereavement Leave: Two days

Paid Holidays: 11 paid holidays annually

Employee Assistance Program:

Employer provided/covered

Referral Bonus Program: Cash bonus

Flex time for employees? Yes



What makes the company one of the best in the industry? YKK AP thinks of itself as a partner in imparting knowledge, in pushing innovation and in sharing ideas for the benefit of society. The company takes the words of founder Tadao Yoshida to heart in everything it does: "No one prospers without rendering benefit to others." As part of this "cycle of goodness," YKK AP realizes that it's not an enterprise separate from greater society, but an important member of it. It regularly provides support to children, education, environment and community needs. Management empowers employees to give back to the community. The team has initiated activities such as "Adopt a Mile" and an "Embrace Diversity Potluck" in alignment of the company's core value of "Embrace Diversity."

Technoform, Twinsburg, Ohio

Medical Health Coverage:

Partially employer paid

Dental Plans: Partially employer paid

Retirement Plan: 401K, employer match

Long-Term Disability: Available, but not employer paid

Short-Term Disability: Employer paid

Life Insurance: Available, but not employer paid

Paid Vacation Time: Five or six weeks

Sick/Personal Time: Five days

Continuing Education Coverage:

Partially employer paid

Medical Savings Plan:

Flexible spending plan

Maternity Plan:

Employer paid, more than eight weeks

Pay Increases: Annually

Paid Bereavement Leave:

Yes, varies depending on the situation

Paid Holidays: 11 paid holidays annually

Employee Assistance Program:

For employees and household members

Referral Bonus Program: Cash bonus

Flex time for employees? Yes

2



What makes the company one of the best in the industry? Technoform is a flat, non-hierarchical, entrepreneurial, global, family-run business. The company is built on a model of decentralized teams that are close to the customer and work in a customer-supplier orientation with the customer seen as the "employer." Team members have responsibility and authority to interrupt process when encountering defects and make the necessary changes to improve the organization in the eyes of the customer. The company believes in people and ideas and that organizational change is driven by the need to create solutions for customers. All team members are educated on our driving vision, philosophy and principles which serve as a framework for decision making that is responsive to the customer and seeking to strive balance between the company, customer and employee.

USG