

MINNEAPOLIS ST. PAUL BUSINESS JOURNAL

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#2 > small companies

Harbinger Partners Inc.

Describe your health insurance coverage. The firm has a high-deductible health savings account (HSA) plan. The firm contributes 100 percent of the deductible, and the employee/partner pays 30 percent of the premiums.

What types of rewards, beyond normal pay and benefits, are used to recognize performance? Profit-sharing plan; annual summer trip to Grandview Lodge in northern Minnesota for employees and their families, paid by Harbinger Partners; annual anniversary gifts, including a \$5,000 vacation bonus on the fifth anniversary with Harbinger Partners; planned quarterly outings with all employees, spouses and their families

What amenities and additional benefits for your employees do you pay for or subsidize that are unique and noteworthy?

Cell phones/PDAs and their plans; offer a technology expense account where Harbinger Partners will pay up to \$500 for employees' personal IT upgrades or maintenance

What percentage of your company's employees left of their own initiative in the past 12 months? 2 percent

What percentage of your company's employees have been laid off or had their positions eliminated in the past 12 months? 1 percent

What tools do you use to communicate with employees internally? What information

do you share with them? How frequent are these communications?

Voice mail, e-mail, company meetings
Company updates and changes, financials, market profile, request thoughts and feedback on employee ideas and suggestions

All company meetings are quarterly, other updates are as needed.

What training opportunities for your employees do you pay for or subsidize?

The firm reimburses employees 100 percent, up to \$5,000 per year, [for job-related coursework).

Do you offer telecommuting or flexible work schedules to employees?

We have a virtual office. The consultants work at the client site and the sales and administration staff work from home offices.

Do you have an official corporate-giving policy? No.

What makes your company a great place to work?

Opportunity for ownership in a privately held, fast-growing company. Supports a balance of work and personal time. Wonderful total compensation package. Encourages an independent work ethic: Employees are hardworking self-starters and carry a strong feeling of pride in delivering the highest-quality service to our clients.

Survey completed by Scott Grausnick, president.



[5 TIME WINNER]



Score: 97.54

President: Scott Grausnick

Headquarters: St. Paul

Description: Provides technology-consulting services to businesses in the Twin Cities

Minnesota employees: 25

Total employees: 25

Year founded in Minnesota: 1999

Type of business: Privately held

Web site:

www.harbinger-partners.com