

# MINNEAPOLIS ST. PAUL BUSINESS JOURNAL

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## Harbinger Partners Inc.

### *Firm that vacations together, stays together*

*Describe your health insurance coverage.*

Harbinger Partners has a high-deductible HSA plan and contributes 100 percent of the deductible to the plan; the employee/partner pays only 30 percent of the premiums. The plan pays 100 percent of medical costs on most charges after the deductible is met.

*What types of rewards, beyond normal pay and benefits, are used to recognize performance?*

- Profit-sharing plan
- Annual summer trip to Grand View Lodge in northern Minnesota for employees and their families, paid entirely by Harbinger Partners

- Annual anniversary gifts, including a

\$5,000 vacation bonus on the fifth anniversary

- Planned quarterly outings with employees, spouses and families
- Monetary bonuses for each year a consultant is at a specific client site
- Generous bonus for referring clients and consultants to Harbinger Partners

*What is your most popular perk?*

We have two:

- The \$5,000 vacation bonus on each employee's fifth anniversary. This is awarded at our quarterly company meeting at Jax Café, usually by dressing the person up in the attire needed for the destination of choice. In July, the honored employee had selected a dude ranch in Montana. We dressed her up in a full cowboy outfit, complete with a trick rope, stick horse and bear spray.

- The annual weekend at Grand View Lodge, complete with golf, horseback riding, fishing and use of the spa.

*What would people outside the company be surprised to know about your firm?*

People are always surprised when they hear of the fun benefits: the anniversary gifts; the quarterly events (families included), which are fully paid for by Harbinger Partners; the weekend at Grand View Lodge; and our very fun quarterly company meetings at Jax Café, which include chair massages for employees.

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

Voice mail, e-mail, weekly sales and recruiting meetings, quarterly company meeting

*What information do you share with them?*

Company updates and changes (most changes are decided by the group as a whole); financials on a quarterly basis; market profile; request thoughts and feedback on employee ideas and suggestions

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

Harbinger Partners reimburses employees 100 percent up to \$5,000 per year when they undertake coursework to improve skills required to perform present job assignments, to remain current with innovations and emerging trends in their field or to prepare for positions within a current customer engagement that may be attained through promotional examination.

*Do you offer telecommuting or flexible work schedules to employees?*

Absolutely. 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?*

Although we do not have a set corporate-giving policy, we contribute to a number of local charities on an annual basis.



**Six-time Winner**

**Score:** 96.9

**President:**

Scott Grausnick

**Headquarters:**

St. Paul

**Description:**

Provides technology consulting services and FTE placements to businesses in the Twin Cities

**Employees:** 23

**Year founded in Minnesota:**

1999

**Type of business:** Privately held

**Web site:**

[www.harbinger-partners.com](http://www.harbinger-partners.com)



*What makes your company a Best Place to Work?*

Great people who are highly skilled, hardworking and fun; great clients with interesting, fun and challenging projects; opportunity for ownership in a privately held, fast-growing company; support of a balanced lifestyle for employees; wonderful total compensation package; encouragement of an independent work ethic. Employees are hardworking self-starters, and carry a feeling of pride in delivering the highest-quality service to our clients.

Survey completed by President Scott Grausnick.

