

# 03 LARGE COMPANIES

Photo by Glenn Landberg



## TitleOne, a title & escrow co.

### ► EMPLOYEES SAY:

**I'M ON MY WAY.** "I started here as a novice but when I set a long-term goal of becoming a title officer I was taken seriously and given support and training. TitleOne also helped me pursue and obtain my bachelor's degree through the company's tuition assistance program." – Andrew Ford, title officer

**I COUNT.** "From day one a new team member is assigned a Big Buddy who provides mentorship. Bonus! Each year there is a drawing for team members who have been here five years or more for a trip to Hawaii. Aloha! There is also a MVP honored at each staff meeting. The honoree receives a custom made jacket and a gift card." – Michelle Wood, corporate branding

**I HELP OTHERS.** "I am part of a company group called CharityOne that focuses on helping children. If a team member donates to CharityOne each quarter (he or she) can wear jeans to work every other Friday as a reward. The company also allocates funds for us to donate. In addition we volunteer in many ways. We have made blankets for kids, filled backpacks with school supplies, collected food and delivered to the Idaho Foodbank, participate in Paint the Town, Rake up Boise, Habitat for Humanity and many others." – Heidi Howsden, advisory title officer

**MY VOICE MAKES A DIFFERENCE.** "Several years ago, we were brainstorming different ways to positively impact our clients and I suggested we make simple, black boxes to put house keys and garage door openers in instead of handing the new homeowner an envelope. To this day, we still use those boxes! I will always be proud of that very small detail that I believe makes a difference when our clients close on a home." – Jenni Hooker, business strategist

### ► LEADERS SAY:

**HOW WE CARE.** "We are an employee-owned company and our team members have a stake in the company. On birthdays and anniversaries we give BucksOne money so

(employees) can purchase TitleOne apparel. We have a shuffleboard table, beanbag toss and basketball hoops in our offices that team members can use to take a break and have a little fun. Our management teams provide a culture that is positive, supportive, encourages teamwork and fun." – Abby Black, vice president and Treasure Valley team leader

**OUR WORKFORCE MAKES US THE BEST.** "I think the work environment at TitleOne is the difference that sets us apart. We encourage learning, growing and we try to promote from within whenever possible. And ultimately we want have a fun environment so our team wants to come to work every day." – Abby Black, vice president and Treasure Valley team leader

### THE STATS –

**TYPE OF BUSINESS:** Title & escrow company

**NO. OF IDAHO EMPLOYEES:** 150

**AVERAGE TIME OF EMPLOYMENT:** 7 years

### ABOVE & BEYOND BENEFITS AND PERKS:

LifeOne, a flexible work program where employees can work with fellow team members to adjust their schedules to their personal situation, a new program introduced this year called Healthy Rewards that rewards employees for making healthy choices throughout the year (regular exercise, CPR classes, dental cleanings) with the opportunity to earn potential deductions on future health care premiums.

**WEBSITE:** TITLEONECORP.COM

**TOP SCORING DIMENSION:** WORK ENVIRONMENT