

COOLEST PLACES TO WORK

Local living and employee life events are cool at Hills Bank

Hills Bank & Trust Company starts with the mindset that every one of its employees, customers and community members matter. Hills Bank strives to take care of employees, so they in turn, can take care of themselves, their families, their communities, and of course their customers. Hills Bank employs more than 520 employees in 19 locations throughout the Iowa City/Cedar Rapids Corridor covering Linn, Johnson and Washington counties.

"Hills Bank was founded on the principle that banks should care about the people they serve and provide ways to help them succeed," President and CEO Dwight Seegmiller said. "We encourage our employees to lead by serving and being active in their local communities."

One of the ways the bank demonstrates this commitment is through an annual campaign called the Live Local Co-Worker Challenge.

"With so much to see and do in Iowa, Hills Bank encourages co-workers, along with family and friends, to experience the many exciting and educational, free and low-cost events and attractions in Eastern Iowa," Seegmiller said.

Through Live Local, employees are given opportunities for additional bonuses by visiting local attractions and supporting events within the community. Seeing photos of the employees and their friends and families enjoying these places and events

Hills Bank & Trust Company

Hills ■ www.hillsbank.com ■ First time on list



in turn inspires other employees to tour Eastern Iowa attractions.

One of the best parts of life at Hills Bank is the employee-led Fun Development & Ideas Committee (FD&IC). The FD&IC is comprised of groups of employees who look for ways to connect coworkers with one another and have fun at their locations. Examples of FD&IC-sponsored activities include: annual March Madness Pop-a-Shot Tournaments, tailgate parties, winery and brewery bus tours, chair massages at work, group bike rides, trips to baseball games, University of Iowa athletic events, celebrations at local restaurants, and the Hills Bank Employee Appreciation BBQ for employees and their families. The FD&IC groups also host pop-up celebrations to recognize events like the solar eclipse, National Donut Day, National Ice Cream Day and the Olympics. The members of the FD&IC groups are always looking for interesting and unique ways to show co-workers they are appreciated and in turn, the employees appreciate these opportunities for fun and comradery.

Recognition of life events is something that Hills Bank focuses on for their employees as well as customers. The bank celebrates events like births and adoptions, birthdays, first days of kindergarten, high school graduations, weddings and work anniversaries, to name just a few.

Hills Bank is a Blue Zones Worksite dedicated to the well-being of employees. This is also shown through the excellent employee benefits package and wellness programs, offering various health, dental and vision plans. In addition, Hills Bank provides annual flu shots for its employees

as well as on-site health screenings.

As a financial institution, Hills Bank is uniquely able to support employees for planning and building their financial futures. Hills Bank has a dedicated Trust and Wealth Management department to help guide employees' retirement planning. Funded entirely by the bank, employees may receive an annual contribution of up to 9 percent of their annual salary via Profit Sharing and Employee Stock Ownership. They also offer a 401(k) and an Employee Stock Purchase Plan.

Being recognized by the Corridor Business Journal as one of the Coolest Places to Work in the Corridor is a wonderful acknowledgment for employees who develop and maintain these engaging activities that make Hills Bank a fun and rewarding place to work. ■



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Cooldest Places to Work: Large Companies

(Companies with 100 or more employees)

RANK	Name/Address	Contact Information	Top Local Executives	No. of Local (FTE) Employees	Year Est.	Business Description
1	Clickstop Inc. 202 Blue Creek Drive Urbana, IA 52345	(800) 383-0592 (866) 322-7883 www.clickstop.com	Tim Guenther Monica Steffek	155	2005	A multi-brand merchant serving diverse markets that include the moving and cargo control industry, energy-efficient insulation products, fasteners and home organizing solutions
2	Hills Bank & Trust Company 131 E. Main St. Hills, IA 52235	(800) 445-5725 (319) 679-2291; fax (319) 679-2180 hillsbank@hillsbank.com www.hillsbank.com	Dwight Seegmiller	481	1904	Full-service bank active in all areas of banking including demand, savings, and time deposits; making commercial, real estate, agricultural, and consumer loans; estate administration, personal trusts, pension plans, farm management, investment advisory, and custodial services for individuals, corporations, and nonprofit organizations
3	Crystal Group Inc. 850 Kacena Road Hiawatha, IA 52233-1204	(800) 378-1636 (319) 378-1636; fax (319) 393-2338 info@crystalrugged.com www.crystalrugged.com	Scott Kongable	209	1991	Specializes in the design and manufacture of custom and commercial rugged servers, embedded computing, networking devices, displays, power supplies and data storage for high reliability in harsh environments
4	Van Meter Inc. 850 32nd Ave. SW Cedar Rapids, IA 52404	(800) 247-1410 (319) 366-5301; fax (319) 366-4709 firstimpressions@vanmeterinc.com www.vanmeterinc.com	Lura McBride Mike Gassmann Alicia Murphy	250	1928	An employee-owned wholesale electrical supply distributor of automation, electrical, datacomm, lighting and power transmission products
5	F & M Bank 4000 First Ave. NE Cedar Rapids, IA 52403①	(319) 366-8681; fax (319) 366-4901 www.fmbank.biz	Michael Dunn Nate Dunn Randy Johnson	97	1925	Locally owned community bank with 11 locations offering virtually all banking services to personal and commercial clients
6	Linn Area Credit Union 3015 Blairs Ferry Road NE Cedar Rapids, IA 52402	(319) 892-7300 www.linnareacu.org	Jenny Lorenz	108	1935	A member-owned cooperative financial institution which has five locations and serves nearly 25,000 members in 22 counties
7	TrueNorth Companies LLC 500 First St. SE Cedar Rapids, IA 52401	(319) 364-5193; fax (319) 862-0612 www.truenorthcompanies.com	Duane Smith Jason Smith	315	2001	A collaborative insurance and financial strategies firm
8	RSM US LLP 201 First St. SE, Ste. 800 Cedar Rapids, IA 52401	(319) 298-5333 www.rsmus.com	Steve Schoenauer Jim Moore Marty Tunning	406	1926	Provides audit, tax and consulting services focused on the middle market