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Best Places to Work in ME

ANNUAL REPORT

SMALL/MEDIUM COMPANIES [15 - 249 employees]

GreenPages Technology Solutions

People who love working together

As technology consultants, the experts at GreenPages spend much of their time 'in the cloud.' It's an essential component to their work, of course. Just as vital is the weekly company-wide meeting where they all sit down for an old-fashioned, face-to-face.

"We love our meetings; it's a tremendous part of our culture and lends a lot to our company," said Chief Human Resource Officer Belinda Braley. We support the use of technology to share information but there's a lot to be said for seeing your colleagues. There's an overwhelming sense here that people genuinely like working together; there's a strong feeling of fraternity and collaboration."

Employees are kept up to date on financial details—there are no secret numbers at GreenPages. Braley believes this fosters a deeper level of connection and commitment. Recognition is also a big part of company culture, not just milestones, but the employee- (and now) technologist-of-the-month are regularly rewarded. Cash bonuses are valued incentives.

Braley also created a Job Well Done recognition program that's become an important contributor to morale, more so than she had imagined. It started as a vehicle for staff-to-staff pats on the back but has mushroomed into a popular webpage for customers to post shout-outs for superior efforts.



GreenPages Technology employees participate annually in the United Way Day of Caring.



GreenPages Technology Solutions

33 Badgers Island West
Kittery 03904

Top local executive:

Ron Dupler, CEO

Year established: 1992

Maine employees: 187

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Greengages' flexibility breeds contentment. Braley notes they have "a robust work from home policy" and a popular 'BYOD' program: bring our own device. As a technology company, people have strong opinions about their computers, pads and phones, so the company lets them choose their own platforms.

Employees enjoy volunteering together, repeatedly raising donations for a number of local organizations that support families in need. The annual chili-fest has become a highly

competitive fundraiser, and staffers regularly participate in the United Way's Day of Caring.

"We're a very intense organization—things change very rapidly in this business. There's always something new happening and a lot of intensity around delivering to our clients, which are of all sizes. Their ability to function efficiently is contingent upon our ability to deliver the products we sell and service.

"There's a definite energy in this building – it's palpable. We often joke that we're all 'type A' personalities; we all run at a pretty high velocity. So it really helps that we like each other. We have running groups, and many people regularly get together socially; it's a key component to our culture and it's why it's as vibrant here as it is."