

**25-100  
EMPLOYEES**

## Amberg Entertainment Inc.

Total Score: 119

- No 1 in corporate culture in 25-100 employee category
- Tied for top overall score among all 20 Choice Employers

Amberg Entertainment, a business built on making clients' events special, has nine full-time and 40 part-time employees. Bonuses are available for all staff members, and the average annual salary increase is more than 15 percent for full-time workers. Amberg Entertainment also has tuition reimbursement for work-related study and a mentoring program. Job sharing is available for more than 20 percent of the company's staff, and financial details and strategic plans are shared regularly with employees. The company also pays 100 percent of employee health insurance premiums and offers domestic partner benefits as well as access to insurance for those caring for dependent aging parents. Other benefits include access to Millwood and Twin Oaks country clubs and season tickets to Springfield Cardinals games at Hammons Field.

CEO Ted Amberg answers SBJ's questions:

**How would you describe your company's culture?**

We are a relatively young group and pretty open with our brainstorming and ideas. It's professional, yet casual. No matter what level you may be at, your ideas and insight are important.

**When employees ask for raises, what factors do you weigh?**

I believe in loyalty and determination ahead of what degree someone may have or where they worked previously. Raises are awarded by proving one's tenacity and when I see them going above and beyond their normal job duties. Raises are not a right, they are a privilege.

**Beyond financial compensation, what benefits are most important to your staff?**

I think that health care, of course, is important, but what I hear most is that they appreciate being treated like equals and

doing the fun stuff that comes with working hard.

**What methods do you use to involve employees in benefit decisions?**

I have our provider meet with the whole team. From there, I get a feel for people's likes and dislikes of a particular plan, and I listen to their needs when making final decisions.

**How do you reward employee accomplishments?**

We do this in a number of ways that range from trophies and presented awards to time off. It may just be the simple act of buying them lunch, but it's important to let them know they are valued. I like to reward the team with company fun days that may be a movie, mini golf, go-carts and Incredible Pizza, a day at Silver Dollar City or on my boat. This is when they can re-charge their batteries and know they are appreciated.

**What intangible perks make your company a great place to work?**

I try to make it a fun environment. Company fun days and surprise activities are always enjoyable. I also make our inventory of fun available to my staff for their children's birthdays, fundraisers and schools.

**Just for Fun**

**If there were no limitations – budget or otherwise – what benefit would you begin offering employees tomorrow?**

I would fly them into work on their own personal helicopters as well as provide them with company cars of their choice. At the end of a season, I would allow them to take home our inflatable games for their kids, and I would get all new ones. We also would have an on-site day care center that slightly resembled Disney Land.

—Compiled by Maria Hoover · mhoover@sbj.net



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TOP HONORS  
**CHOICE**  
EMPLOYERS

Ted Amberg  
CEO