



CHRISTINE CARRIGAN



Digital Prospectors Corporation (DPC)

From left: Jessica Catino, president; Chris Roos, senior account manager; Melissa Fontaine, human resource specialist; Peter Roos, senior recruiter; Don Catino, senior business development manager; Kevin Shea, manager of recruiting operations; and Steve Merriman, senior recruiter

This IT recruiting firm not only trusts its employees to be fully engaged but also shows its appreciation with a slew of perks. Unlimited sick days, \$125 a month for gym fees, fully paid health insurance, a week off between Christmas and New Year's and a 90-minute lunch for people who work out.

"It's a hard job so anything we can do to make the job more fun we want to do," says President Jessica Catino of the many phone calls, emails and rejections that are part of the commission-based recruiting and sales business. "Also, we are such a small group that in many ways it's selfish as three of us are owners." Just as the owners need flexibility to deal with sick kids and school closings, they afford that same flexibility to employees.

Motivation comes in many forms at this company. The sales and recruiting offices are wide open, without dividers, and a board shows all calls, emails and booked sales. Everyone has their own marker color and noisemaker to write up a sale and to congratulate others. Prizes are awarded for a number of metrics, including making the most phone calls and placements. People with big wins are celebrated with company-wide recognition and

receive a Friday off and a restaurant gift card or tickets to a sporting event.

This year DPC put renewed focus on employee health. The company has always provided \$50 a month for gym or exercise class memberships, but this year it upped the reimbursement to \$125 a month and extended lunch to give employees time to work out.

"Yes, it's more expensive, but it translates into a healthier workforce. When you feel better about yourself you have more energy and you work harder and don't miss work as much," Catino says. Such perks come up when employees talk to friends, she says, making DPC employees feel good about their employer.

Once a quarter the whole company goes off site to volunteer. At Thanksgiving, employees shop, sort, package and deliver holiday meals to 30 area families. Catino says that doing this serves as a great team building exercise and gives people a break from their daily work.

The maturing business has also doubled down on training, hiring a full-time manager of recruiting operations to provide specialized instruction for salespeople and recruiters, a job previously undertaken internally. "He looks at new ways of doing things, competition in our industry and keeps us up to date on the latest technology," Catino says. ■

100 High St., Building B, Exeter
www.dpcit.com
President: Jessica Catino
Years in Business: 13
NH Employees/Total Employees: 11
Years on List: 2
Company Description: IT recruiting firm
Benefits Highlights: Unlimited sick days; free lunch once a week; 1.5 hours at lunchtime to work out; \$100 restaurant gift certificate on annual anniversaries; 100% health care premium covered for employees; office closed between Christmas and New Year's