



**Diane Hills, Vice President**

## **Employee Ways To Wellness**

I love the topic of Wellness and obviously, right now, there is no better time to be focusing on the wellness of our employees and our companies. When Deb asked me to speak on this topic, I decided to go to our Field Management Team and hear from them about what they believe Diamond Excavating does to support our people and give our employees the sense of wellness and that they are cared for in this company.

I was so excited by the response! Everyone started speaking right away, giving so many reasons that they believe our company focuses on the wellness of our employees and giving them a sense of support. The summary of what this group brought to the table follows:

Diamond Excavating first and foremost focuses on hiring quality personnel. We vet employment history, make sure everyone has a valid driver's license and good driving record. We look for work ethic and personalities that will work well with our existing employees. We drug test and are all part of a random program so that our employees feel confident that they are working side by side with people who are alert and sober.

Diamond Excavating works hard to create a 5-day work week. We believe in and are committed to work and life balance. We want our guys to enjoy their families and free time. We don't want burn-out. We also strive for harmony on our crews and sometimes that is just a matter of moving an employee or two around to make that adjustment. Our Field Management LISTENS to our employees. We want to hear from them. We want the guys to have buy in and give their input to the tasks at hand. Each person knows that management supports them 100% to stop work if they feel something is unsafe or is not properly prepared.

Diamond Excavating offers \$1000 to individuals who have quit smoking for a year. We have given quite a few people this reward over the years. Offering company paid health insurance for our people is of course critical to our wellness and we support our guys financially by offering a 401K match, profit sharing and bonuses. Since the beginning of the Pandemic, Diamond has worked hard to support our guys in their personal wellness with masks, gloves, hand sanitizer, disinfectant for their machinery and vehicles and safety updates that follow the CDC guidelines. We have been fortunate for over 42 years to have amazing people that work with Diamond Excavating and we are hugely grateful for them.

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