



Meet The Principal® 10 Best Companies

McNaughton & Gunn

Saline, Michigan

Type of business: Book manufacturer		
Number of employees: 212	Founded: 1975	Web site: www.bookprinters.com

Benefit highlights:

- 76 percent employer-paid medical insurance premiums for team members and dependents
- Profit sharing/401(k) plan with up to a 20 percent match on all team member contributions; average employee deferral of 8.4 percent
- Defined benefit pension plan
- 100 percent employer-paid premiums for long-term and short-term disability insurance

Percent of employees participating in 401(k) plan:

74 percent

How they've dealt with rising medical insurance costs:

McNaughton & Gunn limited its increase in medical costs to 4 percent based on changes in plan design. The company helps team members manage their medical costs by educating them on the use of the flexible spending account and by encouraging wellness and preventive care.

Other interesting facts:

- Further helps ensure team members' financial security with a no-layoff policy
- Offers an extensive wellness program, which includes fitness programs, blood screenings, nutrition education and free flu shots, as well as smoking cessation and weight loss programs



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