



Meet The Principal® 10 Best Companies

West Bend Mutual Insurance Co.

West Bend, Wisconsin

Type of business: Property/casualty insurance carrier		
Number of employees: 898	Founded: 1894	Web site: www.wbmi.com

Benefit highlights:

- 80 percent employer-paid medical insurance premiums for employees and dependents
- 401(k) plan with a 50 percent match up to five percent deferred, then an additional company contribution of five to nine percent based on years of service; average employee deferral of 8.7 percent
- 100 percent employer-paid premiums for short-term and long-term disability insurance

Percent of employees participating in 401(k) plan:

96 percent

How they've dealt with rising medical insurance costs:

West Bend Mutual's health care costs increased by approximately 26 percent in 2006. Part of the company's efforts to control costs included moving from a three-tier to a two-tier health plan and increasing education about the cost and proper use of health care services. The company also keeps costs down by promoting wellness among employees.

Other interesting facts:

- Voluntary turnover rate of less than five percent
- Extensive wellness program, which includes health risk appraisals, an on-site fitness center, fitness contests and on-campus walking/running paths
- Uses automatic enrollment and automatic deferral increases for the 401(k) plan



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