



Meet The Principal® 10 Best Companies

Badger Mining Corporation

Berlin, Wisc.

Type of business: Privately held, family owned manufacturer of industrial silica, limestone and other aggregates		
Number of employees: 184	Founded: 1979	Web site: www.badgerminingcorp.com

Benefit highlights:

- 100 percent employer-paid medical insurance premiums for employees and dependents
- 401(k) plan with an employer match of 100 percent up to 3 percent of pay deferred; average employee deferral of 4.5 percent
- Profit-sharing plan
- 100 percent employer-paid premiums for short- and long-term disability insurance
- 100 percent employer-paid premiums for long-term care insurance

Percent of employees participating in 401(k) plan:

94 percent

How they've dealt with rising medical insurance costs:

The company experienced an 11 percent medical cost increase in 2006. Badger Mining believes its comprehensive wellness program—which the company started 10 years ago—will help control health care costs over the long term.

Other interesting facts:

- Robust wellness program that includes health risk appraisals (HRAs) and a “health coach” to help employees interpret and act on HRA results
- Voluntary turnover rate of less than 1 percent in 2006.



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