

# TDMN Employee Engagement

Production

A. H. BELO CORPORATION

# Production Employee Stats

**Pressroom – 112**

**Packaging – 221 (107 PT)**

**IT – 5**

**Production Support – 38**

**376 Employees with an average age of 52 and average tenure of 22 years**



**SENSE OF PURPOSE**



**TEAM**



**INTEGRITY**



**CUSTOMER FOCUS**



**INNOVATION**

# Why Does Engagement Matter?

Employee engagement affects key business outcomes



The Survey does not measure employee...

# HAPPINESS or SATISFACTION



**Loyalty**

How long we  
intend to stay



**Referral**

Willingness to  
recommend



**Motivated**

How hard we  
work

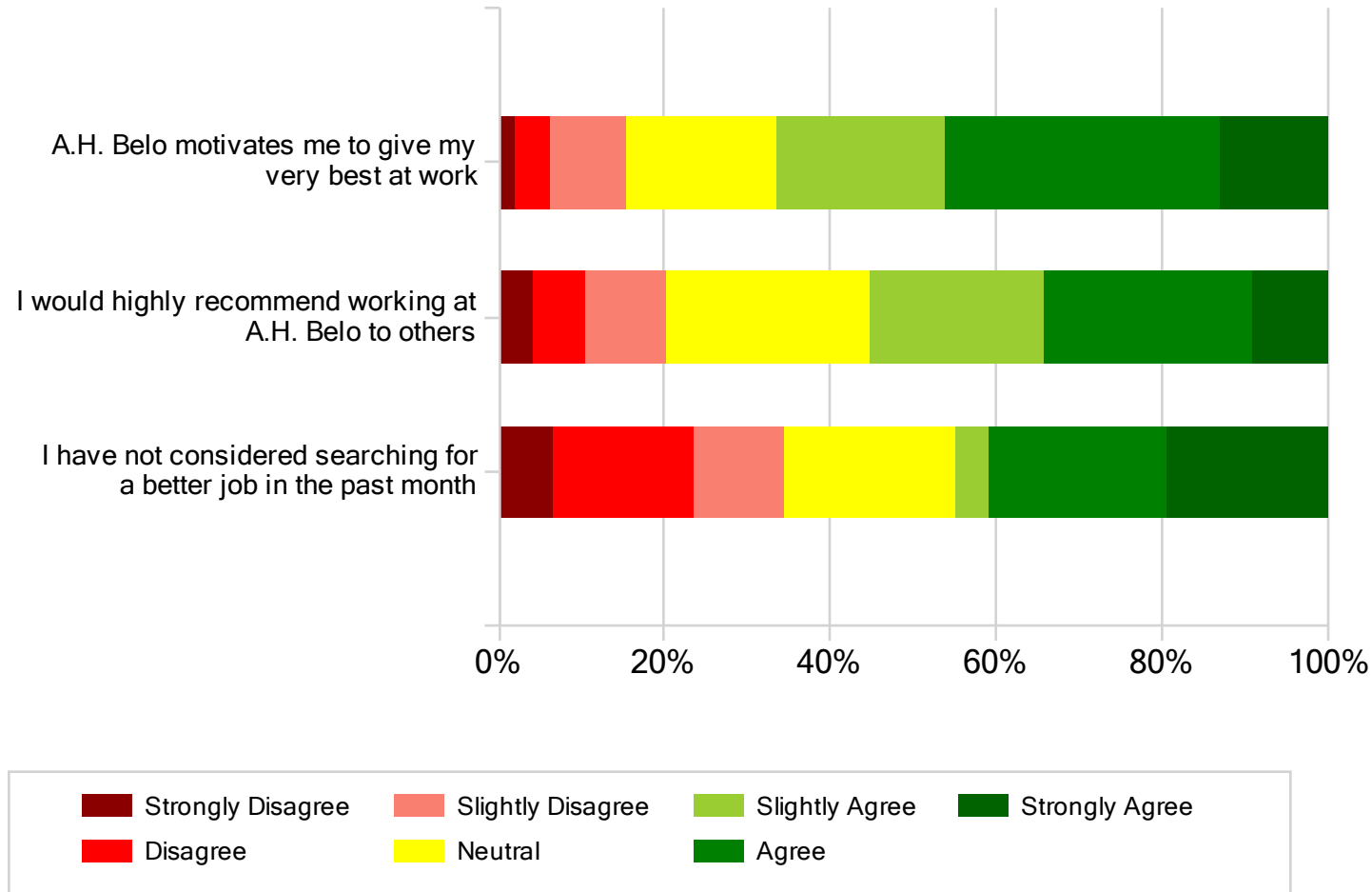


**Fully Engaged**

# Results Sample

## Engagement

Score Percents of Statements for A.H. Belo - September 2016



## WHAT IT MEANS

### ACTIVELY DISENGAGED

**A. H. BELO** 35%  
**BNCHMRK** 24%

Discretionary effort is going into finding alternative employment or outside interests.

### PASSIVELY ENGAGED

**A. H. BELO** 20%  
**BNCHMRK** 15%

Performs minimum necessary to retain employment. Not likely to volunteer or expend discretionary effort.

# Growth Mindset Engagement is owned at all levels

Focus, priority and solutions are developed and established at the 'heart' of the organization

More complex and resource-intensive action is escalated to cross-department teams given authority and accountability for resolving paradoxes through collaboration.



# Examples

- AH Belo Value Awards, given annually
- Production Value Employees of the month
- Annual fish fry and cookout
- Maternity/Paternity Leave
- Workplace Flexibility
- Empowerment of employees through self run committees (safety, Commercial projects)

## What is the A. H. Belo Value Award?

The A. H. Belo Value Award is an annual award given to employees and leaders who contribute to and best exemplify one or more of A. H. Belo's five Values



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# Luz Martinez Production Winner - 2017 Team Value Award

Our definition for *Team*: *We win together. We communicate and collaborate. We make each other better.*

Luz has long been the go-to person for all 220 packaging employees. When we took on 120 new part-timers, she made each person feel welcome, answering questions about PTO, payroll and life at the DMN. She handles overrun and copy requests from DMN employees and makes sure all department heads, sales associates and journalists receive the products they need to best serve their customers. Somehow she does it all with great cheer, treating everyone with caring and respect.



# Value Employees of the Month



Four Employees each month, nominated by peers and managers

Reserved Parking for a month

\$25 gift card

# Value Employees with Managers



# Annual Fish Fry, prepared by Press Foreman



# Celebrating Retirements



# Maternity/Paternity Leave, Adoption Assistance

In 2018, we are introducing the new Maternity and Paternity Leave program, which allows new parents more quality time to bond with newborns. The maternity leave runs concurrently with FMLA, and provides:

- One year waiting period
- Maternity benefits up to eight weeks
- Paternity benefits up to four weeks
- Paid at 100% of base salary
- Can be taken intermittently within the first six months of the qualifying life event (birth / adoption)

# Workplace Flexibility

WORKPLACE FLEXIBILITY is designed with you and your family in mind, and is handled at a local level and should be discussed with your manager.

- Flextime
- Shift arrangements or part-time schedules
- Part-year work
- Work from home (Virtual commuters) •
- Satellite locations

# Questions/Discussion

A. H. BELO CORPORATION