

MINNEAPOLIS ST. PAUL BUSINESS JOURNAL

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**BEST PLACES
TO WORK**
2009

#12 MEDIUM COMPANY
Two-time Winner



Schwegman, Lundberg & Woessner

Score: 89.54

President: Steven Lundberg

Headquarters: Minneapolis

Description: IP law firm

Full-time Minnesota employees: 170

Web: slwip.com

What would people outside the company be surprised to know about your firm?

It's surprising to most to learn that our firm has a distinct lack of organizational hierarchy. Staff contributions are valued equally to those of our attorneys. That value system and measure of respect translates into employees that feel empowered to go above and beyond.

What tools do you use to communicate with employees, and what information do you share with them?

Our firm is a very transparent firm regarding what's going on. We hold regular, scheduled firm-wide meetings, have a monthly newsletter that goes out to all employees, and our CEO sends frequent e-mails to everyone. We also hold brainstorming sessions with employees regarding procedures, goals and ways to achieve them.

Do you have a corporate-giving policy?

We have no specific corporate-giving policy, but do make regular donations to many local and national charities and organizations, as well as one-time gifts as needs are presented.

We sponsor charitable walks, work with Habitat for Humanity, collect gifts for Toys for Tots and even did a book drive for



SUBMITTED PHOTO

Employees at the law firm of Schwegman, Lundberg & Woessner take a break to play some Guitar Hero in the firm's game room.

"Employees are given lots of responsibility and freedom. We make happy employees a priority."

Steven Lundberg
President

Africa — just to name a few. We partner with Lifeworks by employing disabled workers.

What is your most popular or unique employee benefit or in-house amenity?

We have a very relaxed office atmosphere. Most of our policies are quite liberal — dress code allows for shorts in the summer, work supervision is pretty much hands-off, and sick days aren't quantified. We give "spur of the moment" days off — first beautiful day of spring, last gor-

geous day before snow or even "I can't take another day of this snow."

Our annual employee appreciation events are unequalled — Geocaching, "Deal or No Deal," Spa Days, Downtown Scavenger Hunts and more. They're still talked about years later!

How do you create, and maintain, a great place to work?

SLW was founded on the principles that employees are to be empowered, treated fairly and have their contributions valued. We work hard to listen, react, reward and keep our focus on employee/client needs. Employees are given lots of responsibility and freedom. We make happy employees a priority.

Survey was completed by CEO **Steven Lundberg** and Executive Director **Vicky Hawes**.