

MEDIUM  
company

# Building Service Inc.



JOHN PAUL GRECO

From left, Christina Melk, Paula Brierton, Tom Krechel, Jordann Gennrich and Tari Gorzalski.



**11925 W. Carmen Ave., Milwaukee**

**Type of business:** Full-service interior design and space planning firm, including construction management services for renovations and new construction

**Year founded:** 1947

**Employees:** 170

**Chief executive:** Ralph Kuehn

**Special employee benefit:** flexible work hours, job sharing and a compressed work week

With a reputation of designing functional and innovative work environments, Building Service Inc. prides itself on how it responds to its clients as well as its employees.

At BSI, family comes before work, which is why it offers its employees flexible work hours, job sharing and a compressed work-week. During summer months when workers scramble to fill day-care needs and plan extra time for family and fun, employees are allowed to work nine-hour days Mondays through Thursdays and half-days on Fridays.

In addition, the 170-employee interior design and space planning company offers an extensive benefits package for both full- and part-time employees. BSI offers health, dental and vision insurance, as well as short- and long-term disability benefits. The company also matches up to 5 percent of employees' total contribution in their 401(k) retirement accounts and has an education reimbursement program.

Getting married also comes with benefits for BSI employees, who receive a paid week off when they tie the knot. Even kids benefit: Babies born to company employees receive \$25 savings bonds.

While BSI strives to advance its employees professionally, it makes sure things at home are taken care of first.

"I had one employee come in while his kid was sick and I told him if he wasn't gone in 30 minutes he was fired," said Ralph Kuehn, BSI's chief executive officer.

At BSI, the employee's family is the most valuable asset, Kuehn said.

"If a parent is concerned about their child at work, they're not going to do a good job," Kuehn said. "People are good and they'll make up the time. That's our policy."

BSI also has a We Care Committee, which was formed about 15 years ago to help as-

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Chief executive officer

sociates who experience hardships due to personal, medical or financial tragedies.

"The committee helps by making meals, doing yard work or offering cleaning services," said Paula Brierton, BSI's human resource director.

She recalled one year when the committee sent a terminally ill employee and her family on a European vacation, which sadly ended up being their last trip together.

"The services the committee provides depends on what the employee needs are," Brierton said.

— Rachel McCormick-Jennings