

Best Places to Work Chicago Mid-size Finalist: Endurance

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Staff

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Describe your company culture in five words.

Honesty, improvement, teamwork, diversity and empowerment.

Tell us three specific ways you ensure all of your employees know they are valued.

- Acknowledgement: Employees receive awards recognition on a monthly and yearly basis. Our employees receive daily praise from top management for their work. This not only encourages employees to meet their set goals but to exceed them.
- Compensation: We offer our employees some of the most competitive pay in the industry. With flexible schedules, employees have unending earning potential.
- Valued opinions: Endurance strongly encourages employee input, in fact, Endurance employees are equal partners in most decision making.

What concrete steps do your senior leaders, specifically, take to create a great work environment for all employees?

Endurance senior management advocates an "open door" policy, which allows employees to discuss almost anything face-to-face with their direct supervisor or higher-level management. This creates a barrier-free work environment where employees are encouraged to give management valuable input and express themselves freely, whatever the subject may be. This open-door policy extends all the way up to the owners of the company, which further demonstrates Endurance's commitment to its employees.

Give us some specific examples of how your company creates opportunities for individual development and career growth at all levels of the company.

As our company expands, Endurance has promoted strictly from within and plans to continue to do so. To be successful in our industry the most useful tool that you can have is knowledge. By supplying every employee with the tools that they need to be successful, we believe that we foster the perfect environment for individual development and career growth. We believe that by providing such work environment allows employees to enjoy coming to work every day, which is why so many of our employees have been with us for so many years.

How would you describe your company in 30 seconds to someone you meet at a cocktail party?

Endurance is the nation's premier provider of extended vehicle protection, commonly referred to as an extended auto warranty. Working at Endurance is unlike any other job any of us have ever had,

specifically because we not only feel valued and respected but are a very tight-knit group. Our corporate culture is second to none and we are all proud members of the Endurance family.

What are the most popular perks you offer to employees?

Weekly and monthly bonus opportunities, paid time off (vacation, holiday, personal, and sick days), annual holiday parties, free lunch on Mondays and Fridays, excellent health and life insurance, casual office attire, weekly contests and prizes, gym membership, holiday bonuses and gifts, uncapped commission, and flexible hours.

How does being a Best Place to Work affect your bottom line?

We believe that being named a Best Place to Work will solidify how our employees already feel and encourage top talents to apply. Being a mid-sized company, we believe that receiving this esteemed honor will allow us to attract the very best talent to add to our already stellar family of employees. We take extreme pride in being a finalist for "Best Places to Work in Chicago" and we know that winning this award will only further our company culture that we have grown at Endurance.

Winner At a Glance

Name: Endurance

What the company does: Seller, administrator, and obligor of vehicle service contracts nationwide.

Senior leadership: [Paul Chernawsky](#), CEO; and [Jordan Batt](#) (President)

Website: <http://www.endurancewarranty.com>