

MINNEAPOLIS/ST. PAUL BUSINESS JOURNAL

#13 MEDIUM

SUNRISE BANKS

First-time winner

Score: 89.0971

Top local executive: Joel Johnson

Minnesota employees: 160

Business: Bank

Your company is: Privately held

Year founded in Minnesota: 2013

City: St. Paul

Web: sunrisebanks.com

Twitter: @sunrisebanks

We asked Executive Vice President and Director of Human Resources **JOEL JOHNSON:**

How do you ensure that your employees know they are valued? From the very beginning, our employees know they are valued. Our new-hire experience is a day of fun and training so they begin to know Sunrise, and understand why our mission to empower the underserved to achieve is so important. Before they walk in their first day, we ask detailed questions to understand the new hire better, including fun things like: What is your favorite treat? And, when they get a bag of their favorite treats on their first day, they are surprised and excited that we listened to them.

How does your company create opportunities for individual development and career growth at all levels? We run our business using an Entrepreneurial Operation System, which involves all employees at all levels to be part of the business. We also provide thorough training and informal mentoring.



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2015 BEST PLACES TO WORK