

Harris named to Top Workplaces USA 2023 list

St. Paul, Minn. – Harris, a national leading mechanical contractor, has announced it has earned the Top Workplaces USA 2023 award.

The honor is based solely on employee feedback and celebrates companies that prioritize creating a people-centered culture and giving employees a voice. The Harris Phoenix location is at 23040 N 11th Ave.

Over 42,000 organizations were invited to participate in the Top Workplaces USA survey, issued by Energage, a third-party research firm and the nation's most credible employer recognition program. Winners are selected based on results from the anonymous employment engagement survey which uniquely measures 15 drivers related to an engaged work environment, company culture, leadership and overall job satisfaction.

"We sincerely thank our entire team for making us a Top Workplace in 2023," said Michel Michno, CEO. "Our success is possible only because of our exceptional people. They know that it takes every one of us, every day, to become an employer of choice—a movement that involves the entire company, not just leadership. It's humbling to know that their feedback earned us this honor."

Harris created a Talent and Culture focus group back in 2017 and that's when a real culture shift was felt. The rotating team of 10 individuals from across the country and in varying roles developed a culture statement based on Energage's employee survey results at the time. That statement continues to drive Harris, as does annual employee survey feedback used to bring culture-related recommendations to Harris' executive

leadership team. Additional company initiatives include creating an Inclusion and Diversity statement, committing to the Culture of Care and adding an Inclusive Leadership Behaviors module to Harris' leadership training program. Michno said incorporating input from workers is an important part of the purposeful journey Harris is on to become a Destination Workplace.



Harris' Las Vegas office and prefabrication Facility.

"We're proud that our employees feel empowered to speak up and share honest feedback as we work together to deliver remarkable results for our customers," he added. "Building a collaborative, inclusive and creative environment positions us as an employer of choice in all our regions across North America."

Showcasing its remarkable people, Harris created a culture video last year that cap-

tured the behind-the-scenes work of team members at offices and job sites across the country. The video was part of "The REEL Harris" series which highlighted its expertise areas and included Design and Engineering, BIM/VDC, Prefabrication/Manufacturing, Construction, Building Automation, Service and a Harris Overview.

Harris' Phoenix, Ariz. regional office has

service and building automation with its team of 35-plus, while still keeping a foothold on smaller construction projects in the area. Harris' previous Phoenix space included a prefabrication shop, but with Harris' shift to maintain regional in-house fabrication facilities strategically located—which includes Harris' nearby Las Vegas, Nev. 48,500 square foot prefab shop within its 63,500 square foot building—the large Phoenix space wasn't necessary.

The service and Building Automation team is focused on BAS projects, which includes designing and supplying building automation and access controls for Arizona's first Living Building Challenge building, the Sonoran Studio project in Phoenix. The team also serves as a controls subcontractor for large mechanical contractors in the region.

Harris is consistently listed in the top 10 of mechanical firms nationally. In 2022, ENR's Top 600 Specialty Contractors list ranked Harris #10 among mechanical firms and #59 overall. With 15 regional offices, an in-house design studio and more than 2,000 employees, Harris delivers design-build, design-assist and traditional construction methods on projects of all sizes, scope and complexity. Markets include healthcare, education, mission-critical facilities, amusement and entertainment venues (stadiums, hotels, casinos), power delivery, EV and battery plants, industrial, commercial and manufacturing.

Top Workplaces USA is built on Energage's 16-year history of surveying more than 20 million employees across 60 markets for regional Top Workplaces awards.

also won awards of its own, including being named to Phoenix Business Journal's List of Largest Phoenix-Area Mechanical Contractors (ranking among the top 25) and to Arizona Top Workplaces list for the last two years (2023 rankings not yet released).

In late 2022, the team relocated to an office building in a well-designed move that allows the local Phoenix office of the national mechanical contractor to focus on



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