



COBA/Select Sires Honored as “One of the 10 Best Employers in Ohio” in 2008 by the Ohio Chamber of Commerce

COBA/Select Sires, Columbus, Ohio was recently honored as ‘One of the 10 Best Employers in Ohio in 2008’ by the Ohio Chamber of Commerce. The artificial insemination cooperative founded in 1946 was the only agricultural organization receiving such recognition from the Ohio Chamber. Some of the comments from COBA employee surveys read:

--“The company knows how to make money for the business and save the customer dollars at the same time. COBA is an employee and customer friendly company.”

--“The organization has a good reputation with our farmer owners. We stay true to our cooperative’s values and purpose. A high percentage of people who work for our cooperative retire from our organization. I believe that says a lot.”

--“COBA is a great organization to work for because of all the hard working, down to earth and respectful people through out the entire organization.”

--“Great product and great people that work well together. I love the whole organization.”

According to Bernie Heisner, General Manager of COBA/Select Sires, “We decided to become involved in this Chamber program as a way to have an unbiased third party evaluate the thoughts, concerns and satisfaction level of our employees. Many times over the years, COBA Directors, Delegates and customers have pulled me aside to tell me how pleased they are with their local COBA employee and ask, ‘Are you treating him/her well?’.”

In January 2008 a total of 90 COBA/Select Sires full-time employees in six states were sent a 65 question ‘Insight Survey’. There were 83 employees who completed the form and sent it back in an anonymous fashion to a third party for summarization and analysis. The high marks from this employee survey resulted in COBA/Select Sires being the only agricultural organization to receive the Chamber’s ‘Top 10’ recognition in Ohio in 2008. Some of the statements that had more than 95% of COBA/Select Sires employees responding in a ‘Positive’ manner included:

- I understand our organization's mission and strategic goals.
- I understand how my job contributes to this organization's success.
- I have a clear understanding of this organization's current financial performance.
- In our workgroup, we actively seek to understand customer needs.
- I am proud to be a part of this organization.
- Senior leadership regularly models our organization's values.
- I would recommend our products/services to my family and friends.
- I feel a strong sense of loyalty to this organization.
- The work of this organization is important and makes a difference.
- This is a great organization where people want to work.

The employee survey results were provided in a large statistical table broken down by age, gender, years of employment, job classifications and departments. The results have been closely reviewed by the key management staff of COBA/Select Sires and areas for future improvement have been identified.

Overall, COBA/Select Sires feels most honored and humbled to be selected by the Ohio Chamber of Commerce as One of the 10 Best Employers in the state. Heisner observes, "The bottom line is COBA/Select Sires employees seem to enjoy working for this cooperative and its member-owner-customers."

COBA/Select Sires is an artificial insemination cooperative established in 1946 to provide superior genetics and service to benefit its farmer-owners. As one of the ten Select Sires member organizations, COBA serves dairy and beef farmers in the states of Ohio, Oklahoma, Texas, New Mexico, Arizona, and parts of Pennsylvania, Indiana and West Virginia as well as 'old' Mexico.

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Photo caption: COBA/Select Sires representatives, Bernie Heisner and Julie Ziegler (center), were awarded recognition as "One of the 10 Best Employers in Ohio" at the 2008 Annual Meeting of the Ohio Chamber of Commerce in Columbus, Ohio on April 15, 2008.

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