



BEST PLACES TO WORK 2013 First place, micro: Summit Restoration

Summit employees want you to know exactly why they voted their company a “Best Place to Work.” And if they overhear company president and owner Will Dellaechaie leaving anything out, they’ll compile their own list and make sure you get it.

Some items on the list:

An employee had children, and a car without tinted windows in the summertime. The company paid to tint the windows so the kids wouldn’t bake in the sun.

The air conditioning went out in another guy’s house. One of the company’s contractors was called in to fix the problem at a special rate. Summit paid for it, so that more kids would survive the Las Vegas heat.

The lady in Sun City, a 55-plus retirement community where some houses have groundwater issues. While pipes were breaking all over Las Vegas in January, the lady found herself in a puddle of a mess, with no insurance coverage. The company decided to do the cleanup for free – and persuaded another general contractor to do the same with reconstruction.

Handing out the keys to his own truck to an employee who needed to go get his driver’s license and selling an old company van to another employee for a dollar – it’s all in a day’s work for Dellaechaie, his brother David Hoskins, and cousin Bill Meeks, who started Summit together.

“It’s the way we were raised,” Dellaechaie said. “Everybody needs help. These guys probably do more for me every day than I do for them.”

He’s been managing businesses in the field of water mitigation, fire restoration and mold remediation for a decade – working alongside Hoskins and Meeks, with other family members hard at work in the industry as well. Dellaechaie, Hoskins and Meeks started their company in October 2005, when they realized it was time to break some barriers and do things their way.

One high priority was offering excellent health insurance to every employee – not a given in the industry. After 18 months, they accomplished just that.

But when the recession made dollar signs go away industry-wide, employees’ coverage had to go. The company’s founders didn’t stop there, however. They did away with their own coverage, and that of their families, as well.

“We earned the health insurance together, and we’ll get it back together,” said Dellaechaie.

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Summit recently began making good on that promise, looking at ways of getting at least some health insurance back for everyone. In the meantime, when an employee's child has a doctor visit, the company tries to foot the bill.

Dellaechaie, Hoskins and Meeks have dug into their own pockets on more than one occasion.

The company also covers personal certifications, which employees can take anywhere in the industry, Dellaechaie said. In an industry where "certification" often applies only to an owner who's on vacation, Summit's generosity makes a difference for customers, who benefit from the on-the-spot expertise.

