

Gunnip takes care of its biggest asset

When tax season rolls around at Gunnip & Company, a public accounting firm outside of Wilmington, employees' workloads understandably and inevitably grow.

But for the most part, the company tries to keep a flexible approach to its employees' workdays, forgoing a **time** clock and making sure it's not "ticky-tacky" with hours, said Robert Mosch, a co-managing partner of the company. Treating employees professionally will inspire them to return the favor by "multiple times," he said.

"You have to **learn** that, especially in public accounting, your employees are your biggest asset, and the more professional you treat them, the better off you're going to be able to serve your clients," Mosch said.

The approach has paid off for the company, whose employees recently voted the company as the workplace where employees feel most appreciated in The News Journal's annual Top Workplaces survey.

That sentiment includes Donna Knodel, who started **fulltime** about a decade ago but transitioned to part time while raising her three children.

"That's been absolutely wonderful," said

Knodel, a senior staff accountant.

Even at 30 hours a week, Knodel still qualifies for the company's benefits, which include health, life and **dental insurance**.

While trying to accommodate standout employees, Gunnip also provides between two to six weeks of paid time off based on years of service, Mosch said. The company also likes to hire people for entry-level positions and then promote from within rather than look to the outside, he said.

On average, employees stay at Gunnip about 7.5 years, said Jen Sheridan, the company's **marketing** manager.

There's other workplace perks, too – such as monthly prizes for **high-performing** employees, chances to snag some of the company's Wilmington Blue Rocks tickets and some things as simple as snacks.

Gunnip, which is celebrating its 65th **anniversary** this year, employs about 65 people in its single office in Delaware,

