



CRITERIA FOR SELECTION OF THE 101 BEST AND BRIGHTEST COMPANIES TO WORK FOR

Communication

The effective exchange of messages and information and the extent to which employees are encouraged to communicate opinions, issues, and concerns.

Community Initiatives

Extent to which the organization is committed to improving the local community, while providing the encouragement and time for employee contribution and participation.

Compensation and Benefits

Competitiveness of salary and benefits relative to comparable organizations, as well as the ability to provide a unique benefits and compensation structure.

Diversity and Multi-Culturalism

Extent to which the organization is open and inclusive to people of differing human qualities, promotes a tolerant work environment, and considers diversity and multi-culturalism to be a competitive advantage.

Employee Education and Development

Extent to which the organization encourages and supports learning, skill development and career progression.

Employee Engagement and Commitment

Extent to which employees are meaningfully and personally connected to their work and their organization.

Recognition and Retention

Extent to which the organization recognizes and rewards achievements and outstanding performance, and works to retain their best and brightest employees.

Recruitment and Selection

Extent to which the organization actively recruits using multiple methods, and uses a systematic process to screen and select people who best fit the organization.

Work-Life Balance

Extent to which the organization and its management recognize employees' needs to balance work with family and other demands.

Small Business

Recognizes exemplary performance and innovation in companies of less than 100 employees that demonstrate the true spirit of enterprise in their business practices.

Elite Winners

In all categories the 101 winners are further analyzed for Elite recognition. The judges look for unique and creative thought processes with support from senior management and policy makers. In addition, they search for above-average programs, services, and solutions for employees given their work environment. Adaptations to various new factors in the marketplace are weighed.

The overall winner is a company that excels in every category and scores significantly high in all areas of human resource practices. This company ensures that everything that is done through their mission, vision, values, culture and leadership speaks to high regard for making the company an employer of choice. The overall winner is awarded the "Best of the Best" honor.