



2009 “Greater Reno-Tahoe Best Places to Work” Awards Program Overview

Overview:

The second annual “Greater Reno-Tahoe Best Places to Work” awards recognize the best employers in the region. EDAWN, the Northern Nevada Human Resources Association (NNHRA) and the Reno Gazette-Journal co-sponsor the awards and awards reception.

Quantum Workplace is the exclusive research firm for the “Best Places to Work” competitions throughout the United States. Quantum was contracted to administer the “Greater Reno-Tahoe Best Places to Work” awards through the use of their proprietary survey methodology and software. Winners are determined based solely on overall scores from an online and anonymous survey of employees that rank the top organizations in small, medium, and large-sized companies, according to the number of employees. This is one of the only national competitions that are judged solely upon quantitative measurement of employee input.

Methodology:

- There was no cost to participate.
- The contest was open to any company with 15 or more full-time employees in the region.
- Deadline for nominations was January 30, 2009.
- Confidential, online employee surveys were sent to each nominated company that registered to participate asking questions regarding ten different criteria including: team effectiveness, retention risk, alignment with goals, trust with coworkers, individual contribution, manager effectiveness, trust in senior leaders, feeling valued, working engagement and people practices.
- Deadline for employee survey completion was: March 6, 2009.
- To reach finalist status a participating company must achieve a predetermined number of completed surveys. The survey results have a confidence level with a margin of error of plus or minus 5 percent. In order to achieve this, employee participation in the survey will have to reach certain levels, based on the size of the company. For instance, companies with 50 employees or fewer will need to have 85 percent of their employees participate in the survey in order to be considered; companies with 51-150 employees will need to have 70 percent of their employees participate and so forth.
- Only the finalists and winners in each category will be announced. All other companies are guaranteed anonymity regarding their participation and results.