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Best Places To Work

THE PROCESS

By Neil Westergaard | Editor

Welcome to this year's edition of Best Places to Work, our fifth examination of Denver's finest companies, as determined by the people who know them best: their employees.

Once again, we teamed up with Quantum Market Research of Wichita, Kan., to help us compile the results of employee surveys that were used to determine the winners.

Briefly, here's how it worked: Companies notified us of their desire to compete in Best Places to Work. After answering some initial questions concerning the size of the company, the companies were given a secure Web site address where employees could answer a battery of questions about their workplace.

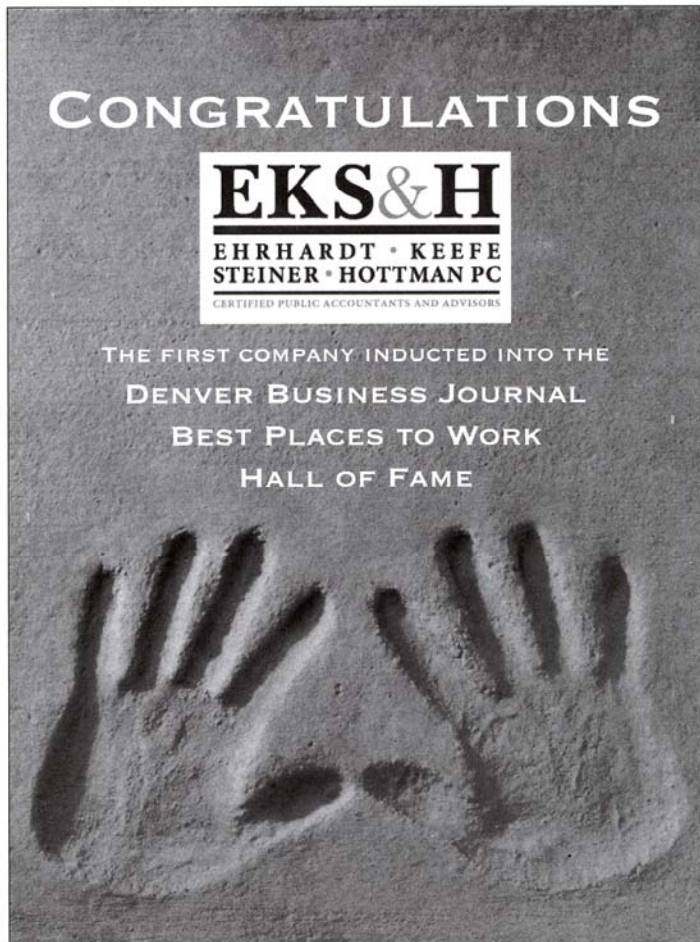
All employees of each nominated company were given an opportunity to complete an employee survey, which was developed by Quantum Market Research.

Confidentiality was promised throughout. Each company had its own organization code that represented the company itself. No individual passwords were used, allowing each employee to complete the survey anonymously.

The winners were selected based on employee measurement of 40 attributes known to drive employee engagement.

Questions were broken down into 10 categories: team effectiveness, retention risk, alignment with goals, trust with co-workers, individual contribution, manager effectiveness, trust in senior leaders, feeling valued, work engagement and people practices.

The employee survey included questions,



We are creating the Denver Business Journal's Best Places to Work Hall of Fame. Our inaugural inductee is Ehrhardt Keefe Steiner & Hottman, or EKS&H, a Denver-based accounting and consulting firm with 315 employees, including 35 partners. It has been selected as a Best Place to Work three years in a row, for its commitment to recruiting, developing and retaining the best financial services employees the market has to offer.

Company sizes

<p>Small companies: 10-50 employees Page B10-B14</p> <p>Medium companies: 51-150 employees Page B6-B8</p> <p>Large companies: More than 150 employees Page B3-B4</p>	
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each given a value of 1 to 6 points, depending on the response checked by the employee — “strongly disagree” to “strongly agree.”

Questions such as “I enjoy doing my work,” “I trust and respect my immediate supervisor” and “I know I can depend on the other members of my team” were all evenly weighed in the scoring.

Each of the companies was given an overall score based on the 6-point scale, with the maximum score being 6.0.

There were 39 questions altogether. To get the score, all of the survey responses were added up and divided by the total number of questions from all surveys completed for

each company. Based on the scores, the winners were chosen.

We've selected winners in each of three categories based on size of the company as measured by its number of employees.

We've recognized some truly outstanding companies in the five years we've been doing this.

One company, however, has so dominated the competition, that we are inaugurating them as our first inductee into the Denver Business Journal's Best Places to Work Hall of Fame.

Ehrhardt Keefe Steiner & Hottman, or EKS&H, is a Denver-based accounting and consulting firm with 315 employees, including 35 partners. It has been selected as a Best Place to Work three years in a row, for its commitment to recruiting, developing and retaining the best financial services employees the market has to offer.

EKS&H is truly a model for Denver companies and we are honored to name them as our inaugural inductee in the DBJ's Best Places to Work Hall of Fame.

We hope you enjoy this edition. As always, we look forward to your suggestions and comments.