

- 2<sup>nd</sup> phase - finalists' employees complete online survey April 30-June 11.
- Final results June 18
- NH Awards ceremony in September

**What are the criteria for winning?**

A: Applications are evaluated in a two-step process that measures an employer's workplace flexibility programs, policies and culture against national data from Families and Work Institute's National Study of Employers [pdf], and then validates these with employee input. Employers that rank in the top 20% of employers when compared to these national norms are selected as finalists and final round involves a survey of employees. The selection of winners is based on a score that combines employer and employee responses.

**My company is very flexible, but we are a small organization without many formal policies in place. Are we eligible?**

A: Yes. The award process is specifically designed to assess the overall culture of flexibility in the workplace, what is actually available to employees, by incorporating employer and employee responses. We do not ask about formal versus informal policies or programs. However, a company must have at least 10 employees to be eligible for the awards process.

**Why apply for the Sloan Awards?**

- Helps to evaluate and provide understanding of an organization's strengths and challenges in terms workplace practices.
- Provides ideas and data to implement strategies for employee recruitment, development and retention.
- Provides ideas and data to ensure more productive and satisfied employees
- Helps affect bottom line by pointing out effective and successful workplace strategies.
- National and local recognition.
- Provides customized benchmarking reports comparing winning organizations to nationally representative data.

Additional information:

[www.whenworkworks.org](http://www.whenworkworks.org)

<http://familiesandwork.org/3w/tips/index.html> (tips for employees, supervisors, companies)

Sharon Cowen, UNH Cooperative Extension and the Family Education Collaborative  
(Sharon.Cowen@unh.edu/641-6060)