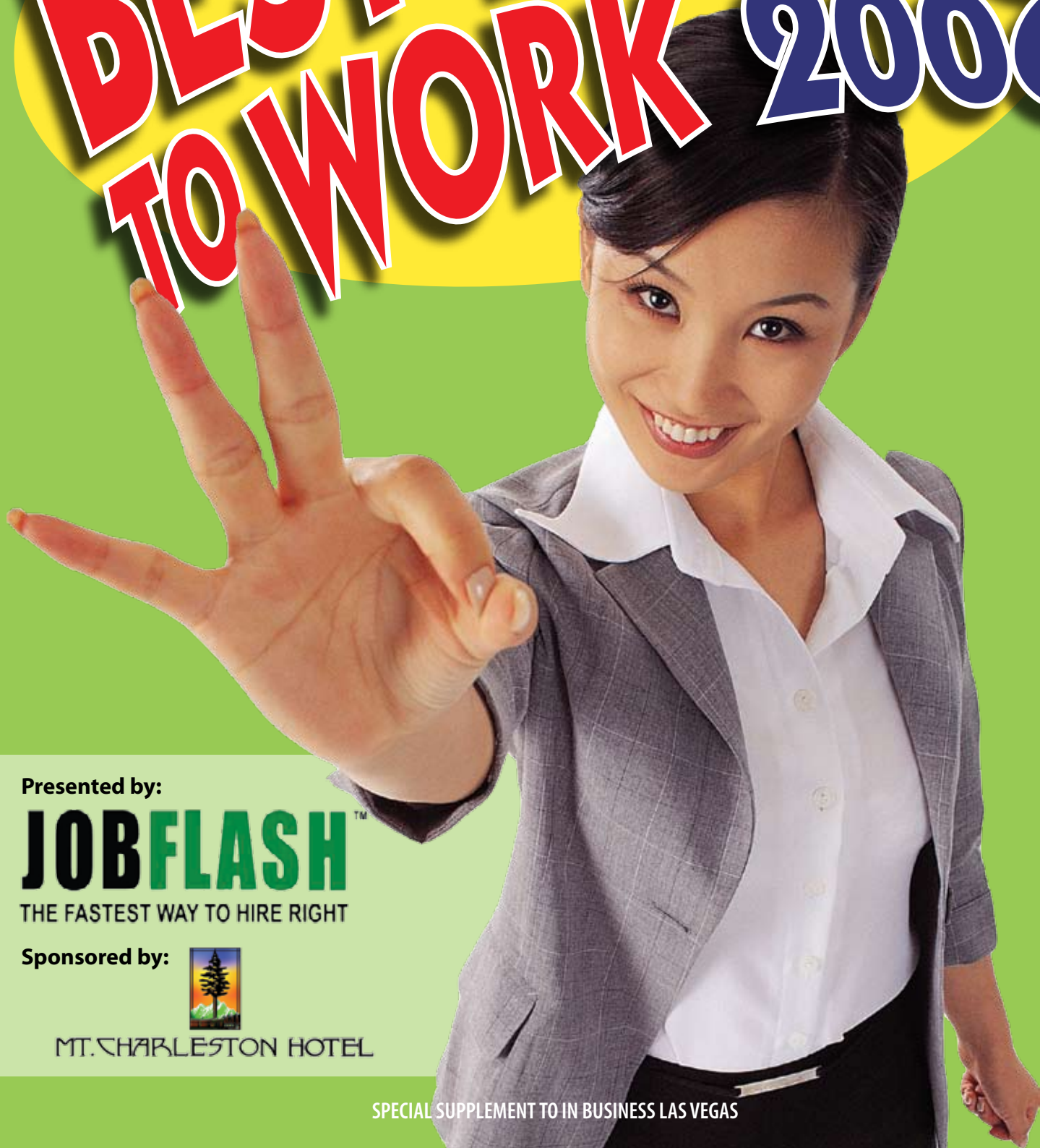




The Southern Nevada Human Resource Association Presents

BEST PLACES TO WORK 2006



Presented by:

JOBFLASH™

THE FASTEST WAY TO HIRE RIGHT

Sponsored by:



MT. CHARLESTON HOTEL

SPECIAL SUPPLEMENT TO IN BUSINESS LAS VEGAS



Executive retreat or wilderness adventure?

Call 702-445-0201 for more information.

Experience the new Mt. Charleston Hotel, Event & Conference Center for your Corporate Events, Retreats, Special Events, Holiday Parties or Weddings.

Newly Renovated Hotel & Rooms
New Steakhouse & Bar
Feather beds & Electric Fireplaces



Man-made Lake
New Ice Rink & Duck Pond
Arcade, Pool Table & Darts

MT. CHARLESTON HOTEL

Call now for dining & room reservations! 30 minutes from Vegas. 702-872-5500 • mtcharlestonhotel.com

Ask about our special discounts for the hospitality industry.

FROM THE SPONSOR

Dear In Business Las Vegas readers:

Congratulations to all the employees of Southern Nevada who make workplace excellence fundamental to their business. You should be proud of your accomplishments this past year, as you have raised the bar for HR excellence for all of us.

We at JobFlash believe that workplace excellence begins with the right hire that meets and exceeds your service standards.

JobFlash is proud to be working with leading organizations, including last year's winners, to deliver excellence in hiring. JobFlash facilitates the right hire by transforming your static job hotline and web site into a 24-7 multi-lingual recruiter that makes paperless hiring possible.

JOBFLASH™
THE FASTEST WAY TO HIRE RIGHT

JobFlash automatically sources, pre-screens candidates, builds a digital resume bank, schedules qualified candidates on your time, and delivers detailed reports. Your hiring managers can now focus on interviewing only qualified candidates while decreasing cost per hire and time per hire. In the long term, JobFlash decreases turnover costs.

We invite you to try JobFlash and determine if it can enable excellence in hiring for you. We wish you great success in the coming year.

Mike Krueger • President and CEO
JobFlash Inc. • www.jobflash.com

THIS YEAR'S NOMINEES

A-1 Janitorial	Ernst and Young LLP	Nevada Federal Credit Union
AAA Nevada	Fremont Medical Centers	Nevada Power Company
Accountants Inc.	Geotechnical and Environmental Services, Inc.	Nevada Public Radio
Adecco	Greenspun Media Group	Opportunity Village
America One Finance, Inc	Hooters Hotel and Casino	Orgill/Singer & Associates
American Media Corporation	Impress Communications	Palms Casino Resort
Aristocrat Technologies	JMA Architecture Studios	Payroll Solutions Group
Astoria Homes	Johnson Jacobson Wilcox	Priority Networks, Inc.
Best Rent Finders, LLC	Jolly Urga Wirth Woodbury & Standish	Pulte Homes
Boyd Gaming	Las Vegas Clark County Library District	Purafilter 2000
Cardsmart Merchant Services	Las Vegas Convention and Visitors Authority	Quest Diagnostics
Carpenter Sellers Architects	Las Vegas Publications	ReMax Associates
Cendant Timeshare Resort Group	Lionel Sawyer & Collins	Republic Mortgage LLC
Centex Homes	Lowe's	Robertson Wood Advertising
Centra Properties LLC	M&H Building Specialties	ScripNet
CHSI - NV	Mars Gourmet Chocolate Factory	Shred It Las Vegas
Clark County Credit Union	Martin Harris Construction	Sierra Health Services
Colonial Bank	Mass Media	Southwest Title Company
CORE Construction	Mercer Health & Benefits	Station Casinos
Cox Communications	MGM Grand Hotel & Casino	Sunstone Dental Care
Custom Benefit Consultants	MGM Mirage	The Tan Factory
Desert Radiologists	Millenium Staffing Services	TWI Global, Inc.
Dolce and Deluca Investments, LLC		University Medical Center
Enterprise Rent a Car		University of Southern Nevada
		Valley Health System

PUBLISHER

Bruce Spotteson (990-2443)
bruce@gmgvegas.com

EDITORIAL

SPECIAL PUBLICATIONS EDITOR Rob Langrell
SPECIAL PUBLICATIONS ADMIN. Terry Martin
STAFF WRITER Alana Roberts
CONTRIBUTING WRITER Lisa McQuerrey

CREATIVE

EDITORIAL DESIGNERS Adam Bucci
Bradley Samuels
ADVERTISING CREATIVE DIRECTOR Thomas Jackman

ADVERTISING

SALES MANAGER Debbie Donaldson (990-2457)
ACCOUNT EXECUTIVES Allen Grant (990-8991)
Kelly Behrens-Keidel (990-8969)
Bessy Lee (990-8948)
Carol Skerlich (990-2503)
ACCOUNT COORDINATOR Sue Sran (990-8911)

PRODUCTION

PRODUCTION DIRECTOR Steven R. Wilson
PRODUCTION MANAGER Blue Uyeda
PRODUCTION ASSISTANT Marissa Gable
Cindy Johnson
TRAFFIC COORDINATOR Janine Hughes

CIRCULATION

VP OF CIRCULATION Kris Donnelly (990-8994)
CLIENT RELATIONS Rhona Cameron (461-6434)
ROUTE MANAGER Lindsey Chapter (990-8187)
CIRCULATION ASST. Doris Hollifield (990-8993)

GREENSPUN MEDIA GROUP

CHAIRMAN OF THE BOARD Daniel A. Greenspun
PRESIDENT Michael T. Carr
VP OF FINANCE Steve Gray
HUMAN RESOURCES John Ottone
DIR. OF PUBLIC RELATIONS Kelli Maruca



Since 1917, Excellence in Construction



Family owned and operated, ROEL®

has delivered excellence in
construction for over eight decades

and continues to build strong relationships founded on
integrity, quality, and trust.



89
years

Spirit of an
American
Family

www.roel.com | 702.892.0084

4170 S. Decatur Bld., Suite A1, Las Vegas, NV 89103

San Diego | Irvine | Las Vegas | Palm Springs

NV Lic. #0036282-B | EOE/AA

About the Southern Nevada Human Resource Association

The Southern Nevada Human Resource Association (SNHRA) is the premier professional association for human resource professionals in the region.

SNHRA has nearly 600 members representing more than 400

organizations. SNHRA provides a wide variety of professional development and networking opportunities for

human resource professionals in the Las Vegas Valley, with a diverse membership representing corporations and organizations of various sizes, as well as consultants. Members range in experience from entry level to senior level, and perform both specialist and generalist roles.

The organization's objectives are:

1. To provide opportunities for persons engaged in human resource management to discuss their current challenges and to provide a medium for their mutual self-improvement,

2. To work for the betterment of human resource management practices including but

not limited to recruitment, employment, compensation, training, labor relations, and personnel research, which are mutually beneficial to the employee and the employer,

3. To raise standards of performance in all phases of human resource management and to aid in career guidance within the educational systems of the Las Vegas area.

To apply for membership, log on to www.SNHRA.org or contact Denyse Wortham at (702) 362-0388.

Congratulations to the 2006 winners of the SNHRA's Best Places to Work competition.

Candidates were judged on the following criteria:

- Recruitment and retention
- Performance management
- Employee benefits
- Work-life balance
- Employee communications and morale
- Employee relations
- Inclusiveness and diversity



Past winners

2005	Category	Winner	Runners-up
	Nonprofit/Government	Nevada Public Radio	Las Vegas-Clark County Library District Las Vegas Convention & Visitors Authority
	Micro companies	Custom Benefits Consultants, Inc.	Johnson Jacobson Wilcox Virgen Advertising
	Small companies	Orgill/Singer and Associates	Nevada First Bank Southwest Title Company
	Mid-size companies	TWI Group Inc.	Centex Homes Colonial Bank
	Large companies	Pulte Homes/Del Webb	Sierra Health Services Sunterra Corporation
	Gaming companies	MGM Grand	MGM Mirage New York New York Hotel Casino
2004	Nonprofit/Government	Nevada Federal Credit Union	Nevada Public Radio Las Vegas Valley Water District
	Micro companies	Houldsworth, Russo & Co.	Shred-It Las Vegas Johnson Jacobson Wilcox
	Small companies	Nevada First Bank	Systems Research & Development Vanguard Integrity Professionals Inc.
	Mid-size companies	JMA Architecture Studio.	Cintas Corp.s R&R Partners
	Large companies	Pulte Homes/Del Webb	PBS&J Desert Radiologists
	Gaming companies	The Venetian	Station Casinos Inc MGM Grand
2003	Nonprofit/Government	Las Vegas Chamber of Commerce	Nevada Public Radio Opportunity Village
	Micro companies	Johnson Jacobson Wilcox	Lawrence/Kreeft & Associates Colours Inc.
	Small companies	Orgill/Singer & Associates Inc.	Desert Radiologists Credit Acceptance Corp
	Mid-size companies	Nevada Federal Credit Union	Lionel Sawyer & Collins Silver State Bank
	Large companies	GES Exposition Services	Manpower Inc. of Southern Nevada Golden Gaming Inc.
	Gaming companies	The Venetian	Golden Nugget Hotel San Remo
2002	Government	Las Vegas Clark County Library District	Nellis Air Force Base Las Vegas City Firefighters
	Non-profit	Nevada Federal Credit Union	Endeavor Las Vegas Chamber of Commerce
	Small companies	Consultants in Marketing	Behavioral Healthcare Options Wieczorek & Associates
	Mid-size companies	Rainbow Medical Centers	Nevada Corporate Headquarters Loomis, Fargo & Co.
	Large companies	The Venetian	Hotel San Remo Southwest Airlines

Meet the Judges
page 21

1st. Nevada Federal Credit Union

Nevada Federal Credit Union (NFCU) prides itself on paying its employees competitive wages based on individual performance. The company currently has more than 20 different incentive plans in place to reward employees for branch sales and productivity,

real estate sales and productivity, internal and external quality service, project completion, department production and leadership.

In addition to its wage structure, NFCU offers section 125 plans for health care premiums, dependent care and reimbursed medical expenses, a 529-college savings plan and a variety of life/work balance programs for both its employees



Brad Beal,
President

and their family members. Programs include:

- Free child care, adult/elder care and pet care resource and referral services
- Discounts at select local child care facilities
- “The Life Center,” an on-line library of resources housing thousands of reference articles and materials on hundreds of work/life topics

CATEGORY SPONSORED BY:



NFCU employees are also eligible for free banking services, reduced loan rates, free checking and free investment services.

With a company wide mandatory diversity training program in place, NFCU educates employees on the opportunities and challenges that come with working in a diverse organization, managing diverse workgroups and serving a diverse member base. The company has been recognized for its efforts over the past several years with awards



Michael Traficanti Sr.,
VP, Human Resources

from several community and industry organizations.

At Nevada Federal, each employee receives appropriate on-the-job training for his or her position. The company’s “Effective Leadership Management Development” program provides leadership training to managers, supervisors



and top performers. A tuition reimbursement program allows employees to work on higher education goals. The company also has more than 40 communication and recognition programs and special events, including:

- The Teamwork-Opportunity-Progress-Service (TOPS) meeting, which recognizes the achievements of top performers and dedicated employees
- The “Golden Telephone



From the Judges

Nevada Federal Credit Union takes an innovative approach to workplace excellence, focusing a considerable amount of time and resources on training and development, leadership development, tuition reimbursement and communication and recognition programs. In an average year, the credit union gives approximately 7,000 hours of internal training. A total of 290 training classes were conducted in 2005. A new program, "Business Etiquette Series," focuses on professionalism and business communication skills.

Award," presented for proper telephone etiquette

- A holiday reception, family picnic, children's Halloween party, Corporate Challenge and company sponsored sports teams

Communication methods include NFCU intranet, an employee newsletter and an online chat session with the company's CEO. Notable morale programs include executive management/employee group discussion groups and regular employee surveys

Nevada Federal Credit Union

CEO: Brad Beal, President

VP of Human Resources: Michael Traficanti Sr.

Nature of Business: Financial services

Location: 2645 S. Mojave Road., Suite C, Las Vegas, NV

Employees: 320; 196 in Las Vegas

**From
the Judges**

Opportunity Village has established a unique training and development program called "Opportunity Village University." The program offers management training, grammar and business writing, and through established partnerships with Community College of Southern Nevada and University of California at San Diego, provides additional courses in social work and retardation. The organization also conducts five staff development days per year with team-building exercises.

2nd. Opportunity Village

Oppportunity Village ARC, Inc. has developed a comprehensive benefits package designed to enrich its employees' lives and protect their families. Coverage options include:

- Sierra Choice Plan, which offers three levels of medical options whereby the company pays 80 percent of the premium for the employee and 50 percent for dependents, an unusual offerings for not-for-profit organizations.
- Employees who select medical



The CEO at Opportunity Village, Ed Guthrie, presents an award to a staff member.

coverage are eligible for dental/vision insurance.

- Short-term disability is a voluntary plan for all full-time employees; long-term disability is paid by the company, as is \$20,000 in life insurance.

- Opportunity Village offers a 403(b) plan, similar to a 401(k). No vesting is required.

- \$10,000 toward a home loan, with the loan forgiven in \$2,000 increments for every year the employee stays with the company thereafter.

Well-known for its large annual fund-raisers, The Magical Forest, Camelot and Jeans to Jewels, Opportunity Village has been named "favorite charity" by the Las Vegas Review-Journal's annual reader's survey for 18 years.

Opportunity Village ARC, Inc.

CEO: Edward R. Guthrie

HR Director: Kathy Ferguson

Nature of Business: Rehabilitation/Training

Location: 8076 W. Sahara Ave., Suite A, Las Vegas, NV

Employees: 350

I see you've been introduced to our number one priority.

<http://www.swtitle-nv.com> <http://www.swtitle-nv.com> <http://www.swtitle-nv.com> <http://www.swtitle-nv.com>

SOUTHWEST TITLE

8215 S. Eastern Ave.
Suite 100
Las Vegas, NV 89123
702-838-0300 (office)

401 N. Buffalo
Suite 110
Las Vegas, NV 89145
702-838-0527 (office)

Full service title and escrow
Real estate sales and loans
New construction loans
Foreclosure services
Loan servicing
Bulk Sales

Commercial escrow
Regionally focused
Privately owned
Customer driven
Refinancing
Resale

Commercial branch
2880 W. Sahara Ave.
Suite 100
Las Vegas, NV 89102
702-876-8344 (office)

3571 E. Sunset Rd.
Las Vegas, NV 89120
702-458-9333 (office)

A local Title company with a world of experience.



Lamar Marchese,
President

Nevada Public Radio

President, GM and Founder:
Lamar Marchese

HR Director: Cynthia M. Dobek

Nature of Business: Radio
broadcasting

Location: 1289 S. Torrey Pines
Drive, Las Vegas, NV

Employees: 25

3rd. Nevada Public Radio

Having recently celebrated its 25th year of operations, Nevada Public Radio (NPR) takes pride in the fact that it continually increases benefits while many other companies are decreasing offerings.

In addition to maintaining 100 percent paid health, life and disability insurance premiums for its employees, the organization recently implemented its first formal dental and vision policy, with the premiums for full-time employees covered at 100 percent.

The two packages increased employee benefits to \$3,000. NPR also opened up partial benefits to its part-time employees.

- NPR offers a two-year vesting period on its defined contribution plan, which is employer-paid at seven percent of an employees' annual salary.

- The company provides a TDA matching plan, whereby the employer matches two percent of an employees' annual salary if they voluntarily participate.

- NPR offers tuition reimbursement for full-time employees seeking degrees in areas that compliment and add value to their employment with the organization.

Nevada Public Radio is recognized for its work/life balance, which includes a good deal of scheduling flexibility. The organization's regular strategic planning process includes the review of its vision and mission. The company has achieved both local and national recognition for its accomplishments.



From the Judges

Nevada Public Radio provides a comfortable environment for its employees, including new equipment and furnishings, bright colors, a spacious kitchen and a garden-like courtyard with works by local artists gracing its walls.

Night-focused classes. Accelerated schedule.

National University is dedicated to providing educational access and academic excellence. Our one-course-per-month format and flexible degree programs allow you to complete your education while keeping up with work, friends, and family. Accelerated, night-focused classes start every month – enroll anytime. Onsite and online degree programs. **Finally, a degree within reach.**

National University at Los Angeles:

Undergraduate Degrees

Associate of Arts*
Associate of Science in Health Science
and Pre-Nursing
Bachelor of Business Administration
BS in Accountancy*
BS in Criminal Justice Administration
BS in Domestic Security Management*
BS in Information Technology*

Graduate Degrees

MA in English*
MA Teaching
Master of Business Administration
Master of Forensic Sciences*
Master of Public Administration
M.Ed. in Elementary Education
M.Ed. in Secondary Education
MFA in Digital Cinema*

MS in Organizational Leadership

MS in Special Education

Credentials and certificates available

**Denotes program also offered or partially
offered online*



702.531.7800 • www.nu.edu

The University of Values





1st. Custom Benefit Consultants

Custom Benefit Consultants, Inc. (CBC) has a philosophy of including the wants, needs and dreams of its employees into the planning and implementation of its corporate goals. The company strives to “enable



employees to evolve, learn and achieve personal and professional growth and milestones.” All employees participate in the development of individual and department goals via a company wide brainstorming meeting.

In an effort to foster a sense of teamwork and camaraderie across all lines of the company and recognize employee successes, CBC developed a performance management strategy and compensation structure. Employees are compensated for performance and for attaining strategic goals. Each employee is evaluated on a quarterly basis based upon their attainment of specified deliverables.

An employee benefits company, CBC pays 100 percent of the employee cost



Robin M. Sylvia,
CEO



From the Judges

Custom Benefit Consultants engages employees at all levels in strategic planning, goal setting and establishing specific objectives and metrics. The company has experienced 400 percent revenue growth. Human resources assists departments in aligning performance management and compensation practices with company strategy and goals. A generous paid time off benefit is augmented by various employee incentives and social gatherings. A structured quarterly bonus program helps keep the focus on results.

for benefit programs including:

- Medical
- Dental
- Vision
- Life insurance
- Short-term disability

CBC's benefit package also includes a generous policy of paid time off, including the following:

- Vacation benefits
- Sick leave
- Medical leave
- Bereavement leave
- Jury duty leave
- Witness duty leave

During the past year, CBC launched its CBC Retirement Program 401(k). The company's open enrollment will give employees the opportunity to enroll in pre-tax Flexible Spending Accounts for the first time.

CBC makes a substantial effort to ensure employees maintain a good work/life balance. Flexible scheduling is a cornerstone of that policy. The company also promotes diversity in the workplace and acknowledges the varying needs of its employees. Professional development is encouraged. CBC employs an interactive training program with all employees and has formal programs in place to pay for licensure, certifications

and other forms of professional development.

Annual events recognize achievements

and incorporate light-hearted elements, including creative "gag" awards. The company holds celebrations and outings for employees, from in-office Easter egg hunts and candy filled paychecks on Valentine's Day to an annual camping trip.

The company also established "Co-workers Benefiting Children" that supports local children.

CATEGORY SPONSORED BY:



Custom Benefit Consultants, Inc.

CEO: Robin M. Sylvia

Executive VP: Kenneth W. Bahl

Nature of Business: Employee benefits

Location: 7660 W. Cheyenne Ave., Suite 109,
Las Vegas, NV

Employees: 23; 12 in Las Vegas

2nd. Geotechnical and Environmental Services, Inc.

Geotechnical & Environmental Services, Inc. (GES) is working to both solve the engineering industry's labor shortage and improve the work ethic and teamwork that creates an enjoyable working environment. GES human resource functions are divided into three areas:



- Tangible and intangible staff member benefits
- Equitable compensation
- Staff member ownership of the work environment

GES is credited with establishing a successful "leads" program for entry level workers whereby key staff members are designated as trainers and mentors. This new tier is designed for entry level drillers, field technicians and lab technicians. Recruits join the company with almost no prior knowledge or experience in the industry, but spend their first several months of employment paired with the designated leads in their particular field. Each lead works alongside his or her trainee,



providing instruction and hands-on experience within a highly supervised environment.

GES encourages all employees to join professional and technical associations and committees. The company pays membership dues and the cost for employees to attend the luncheons and special events associated with such organizations. The company also reimburses staff members who continue their education and attain certifications in the engineering field. Additionally, GES offers a college scholarship program to staff members and their dependents.



Shawna Beacom,
HR Coordinator

From the Judges

GES attributes its new hire retention rate to its innovative leads program. A unique college scholarship program for employees further demonstrates the company's commitment to employee development. A unique home loan program for employees highlights the many company benefits.

Congratulations to our client,
Hooters Casino Hotel
for being nominated a
Best Place to Work!

PRISM

Human Resources Consulting Services, LLC
offering employers the spectrum in
human resource services, products
and technology solutions.

Announcing our new recruiting
division for employers and job seekers.

702-616-9970
www.HRC-PRISM.com
www.MarketYourJobSearch.com

Geotechnical and Environmental Services, Inc.

CEO: Gregory P. DeSart, PE, CEM
HR Coordinator: Shawna Beacom
Nature of Business: Engineering
Location: 7150 Placid St., Las Vegas, NV
Employees: 45

From the Judges

Employees complete a personal assessment, which is shared with the team. This helps match skills and abilities to work assignments. Company principles are clearly communicated and employees commit to upholding those principles.

3rd. Consultants in Marketing, Inc.

The leadership of Consultants in Marketing, Inc. is dedicated to creating a unique, productive and fun working environment. In addition to significant benefits, which include health care coverage, flextime and a 401(k) profit sharing plan, the company exhibits a strong work/life balance.

Employees of Consultants in Marketing are encouraged to pursue continuing education opportunities in the form of seminars and membership organizations. The entire company is involved with the annual community event, DJs for PJs®, a valleywide effort established by the firm's CEO to collect new pajamas for the children of Safe Haven.

Besides an annual, two-day executive retreat, Consultants in Marketing employs a number of communication and morale-building techniques:

- A "Monday Blast Meeting" allows

for the sharing of positive news and the recognition of special efforts.

- An internal company newsletter keeps staffers up-to-date on internal and external news.

- An annual "Cast the Vision" meeting focuses on the CEO outlining goals and opportunities in the coming year.

Consultants in Marketing is also credited with providing unexpected perks, such as on-site massages. Additionally, the company holds an annual off-site retreat to solicit team member input.



seminars and membership organizations. The entire company is involved with the annual community event, DJs for PJs®, a valleywide effort

Consultants in Marketing, Inc.

CEO: Darcy K. Neighbors

Vice President of Human Resources: Darren Hankel

Nature of Business: Advertising/Public Relations

Location: 10181 Park Run Dr., Suite 190, Las Vegas, NV

Employees: 18

Congratulations to all
**"Best Place to Work"
Nominees!**

Re • cruit • ing Ne • vad • a
/verb noun/
(ri-krüt-ing nəvāda)

1: to supply Nevada with new employees
2: to fulfill Nevada's demand for skilled employees 3: to replenish Nevada's retiring workforce 4: to renew or restore the health, vitality or intensity of Nevada's economy and community

**We Know that Nevada
IS
The Best Place to Work!**

www.recruitingnevada.com



1st. Orgill/Singer and Associates, Inc.

CATEGORY SPONSORED BY:



Orgill/Singer recently implemented an original and unique in-house system of determining base compensation for its administrative and service positions. Management transitioned from a traditional structure of entitlement to a value/incentive-based system in line with the company's mission and goals. The system clearly outlines elements important to the success of the company and what is expected of an employee for advancement.

Orgill/Singer distinguishes itself in the area of employee benefits, a critical second component to its compensation



Eric Springall, President



David Dahan, CEO

package that supports recruitment and retention.

- Medical insurance, which includes an option of an employer-paid HMO-only plan or a point of service plan option to cover dependents

- Employer-paid term life insurance, long-term disability and care and identity fraud protection

- An employer-paid employee assistance program, which covers employees and their dependents with counseling, financial management, legal issues and a host of other services.

- Las Vegas Chamber of Commerce membership

Additionally, Orgill/Singer offers voluntary benefits including:

- Employer-subsidized dental insurance

- Vision insurance

- Short-term disability insurance

- Section 125 flexible spending benefits

- 401(k) plan

- Paid time off and a minimum of 10 paid holidays per year

The company also provides a variety of corporate discount programs, flexible work schedules and professional development through tuition and expenses reimbursement, as well as paid time for classes, study and testing.

Fern Netzky
In-house Counsel

From the Judges

Orgill/Singer stands out as a great place to work for a number of reasons, but what stands out the most is the compensation model the company developed. Faced with a highly competitive employment market, inequities and negative local unemployment for some positions, Orgill/Singer crafted a unique compensation system that addresses the needs they have identified. The system provides a competitive, efficient and fair tool to uniformly assess and recruit candidates — whether local or from other jurisdictions — and clearly aligns the elements of success for the company, employment advancement and flexibility in managing compensation, which results in high employee retention. Orgill/Singer also distinguishes itself through its diverse workforce. The company “hires for attitude and trains for skill,” recognizing that regardless of any apparent lifestyle or physical differences, diversity will and must exist on the basic level of our own individuality. Their workforce is truly diverse in age, education, ethnicity and respective religions.

Orgill/Singer and Associates, Inc.

CEO: David Dahan

President: Eric Springall

In-house Counsel: Fern Netzky

Nature of Business: Insurance and investments

Location: 8360 W. Sahara Ave., Suite 110, Las Vegas, NV

Employees: 75

From the Judges

The Tan Factory provides its employees with a clear structure that allows willing individuals the opportunity to actively participate in promoting quickly within the organization.

Shifts are scheduled around life responsibilities inclusive of family and school.



Jeff D'Alessio,
CEO

The Tan Factory

CEO: Jeff D'Alessio

Director of Finance: Kim Lay

Nature of Business: Personal services

Location: 12 stores valleywide

Employees: 85

2nd. The Tan Factory

The Tan Factory has developed the "Five Star Training Program" to develop young employees who show potential into future company and community leaders. All positions with the company offer opportunity for personal and professional development.

Relying on word-of-mouth referrals to potential new employees, Tan Factory

managers are coached to identify strengths and skill sets and effectively recruit

appropriate applicants who demonstrate the potential to be great team members.

In terms of performance management, Tan Factory utilizes weekly and monthly goals to reach performance marks. Other procedures include:

- SMART business plans, used to keep stores focused on company objectives. Managers are responsible for writing monthly business plans with specific goals.

- Weekly leadership meetings are held to ensure that all members of the leadership team understand how the company is stacking up to monthly objectives, as well as give leaders an opportunity to discuss questions or concerns in a roundtable format.

As added incentive to retain and promote team members, managers employed with the company for six months qualify for an annual company trip. Salon associates earn both a bonus and a salary. Employees receive automatic raises every six months and have the ability to petition for merit increases. Employees are also eligible for scholarship opportunities through outside vendors.

*The Las Vegas-Clark
County Library District
thanks its caring,
capable and
committed staff.*





{ RETREAT TO MESQUITE }

WHERE DECISIONS ARE MADE AFTER THE MEETING



Whether you're planning a business retreat or company conference, the Oasis and CasaBlanca Resorts in Mesquite, Nevada will exceed your needs — right down to booking the after meeting tee-times, gun club activities, spas treatments and dining options. Ask our friendly staff about summer specials as low as \$30 per person, per night and \$30 per banquet place setting.

It's...Mesquite!

Las Vegas sales office
702-453-7800 or 702-812-8138

Mesquite sales office
888-711-4653 ext 1



For more information on booking the Oasis and CasaBlanca Resorts contact
Tim Webster, Las Vegas Group Sales Manager, email: twebster@casablancaresort.com

Summer Special valid for Oasis Resort. CasaBlanca summer special slightly higher. Summer Special expires 8/31/06

From
the Judges

The university encourages work/life balance through its social times, volunteer opportunities and community projects. The desire for excellence within the university can be found from student to faculty to staff.

3rd. University of Southern Nevada

Pharmacy faculty salaries at the University of Southern Nevada (USN) are above the national average, while staff members are paid at or above local and national averages. The institution offers yearly salary increases and bonuses for outstanding performance. Faculty



can spend up to 20 percent of their university paid time on paid private consulting.

USN uses many HR drivers to recruit, motivate and retain employees. These include paying experienced employees high-end salaries, offering a generous benefit packages and providing good working environments and practices. Benefits include:



Stuart A. Wiener,
COO

- Employer-paid health, dental and vision insurance
- Employer-paid long-term disability and life insurance
- Up to 60 percent tuition discount to dependents and spouses of employees who attend USN
- 12 sick days per year, five or more weeks of annual vacation time, holidays and spring and winter breaks

USN provides continuing education and professional development for faculty and administrators in their respective fields.

The institution also provides full tuition reimbursement for staff obtaining appropriate education or degrees in the field in which they work.

University of Southern Nevada

President: Dr. Harry Rosenberg

Chief Operating Officer: Stuart A. Wiener

Nature of Business: Education

Location: 11 Sunset Way, Henderson, NV

Employees: 66

A Vision and a Plan

Through the years, American Nevada Company has envisioned and built exceptional office parks, retail centers and master-planned communities. We continue our commitment to building places to work, places to play and places to make your home.

Office Development
Residential Development
Retail Centers

American Nevada
company
A Greenspun Company

www.AmericanNevada.com
(702) 458-8855





SNHRA

SOUTHERN
NEVADA
HUMAN
RESOURCE
ASSOCIATION

Serving Human Resource Professionals in Southern Nevada since 1979

SNHRA - ENCAPSULATED...

As the premier professional association for Human Resource Professionals in the Las Vegas valley, SNHRA provides great opportunities for HR professionals to network and learn from each other. At our monthly breakfast meetings, top speakers bring current HR topics to life.

SNHRA also provides tremendous opportunities for members to advance their HR careers through our PHR/SPHR study groups, along with earning recertification credits at designated monthly meetings and at our annual state conference.

Most importantly, SNHRA allows HR professionals an avenue to help recognize their companies at our annual Diversity and Best Places to Work Award Luncheons. Please visit our website at SNHRA.ORG and **BECOME A MEMBER TODAY!**

WHY JOIN?

BESIDES THE FUN
OF SAYING THAT
YOU BELONG
TO "SNEERAH",
HERE ARE SOME GREAT REASONS...

MEMBER BENEFITS

Chapter Meetings

held every Month (except during special event months)

Fantastic, Topical Speakers

reflect on current issues impacting the field of human resource management

Certification Review Course

enhance your career by certifying as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR)

Member-to-Member

this program provides valuable communication between members for advice or problem-solving

Membership Directory

available exclusively in our "Members Only" area of SNHRA.ORG

"Resources"-Our Monthly e-Newsletter

chock full of helpful HR info and tips (and some humor thrown in for good measure!)

SNHRA.ORG

our ever-growing online resource

HR JobLink • Networking

HR Vendor Fairs

and so much more!

**Sign up at
SNHRA.ORG
or call
(702) 362-0388**





1st. Southwest Title Company

In an effort to maintain communication within the company's fast-growing operations, Southwest Title has strategically divided departments and placed supervisors. The system helps employees understand what his or her responsibilities are and who his or her immediate supervisor is. Working directly with a supervisor also helps employees master their place in the business and provides consistent leadership throughout numerous branch offices.



Southwest Title is credited with soliciting staff opinions on the direction of the company. Team members are invited to provide input on various aspects of business operations.

The system enhances diversity in employees' skill sets and has a positive impact on the day-to-day operations of the company. Southwest Title is

also recognized for creating a workforce with diverse levels of knowledge and experience. With more than 100 years combined industry experience among the staff, the firm is able to simultaneously provide top-level service while also helping new employees learn from “the best in the business.”

On a daily basis, Southwest Title managers award what the company refers to as the “pat on the back” prize, acknowledging good deeds and excellent service within various departments. On any given day, employees may find a hand-written “thank you” card with a small cash prize in their desk drawer. Other morale-building techniques include:

- Regular company breakfasts
- A social hour every Friday afternoon
- The celebration of every employee birthday and the personal selection of holiday gifts by the company CEO

Additionally, Southwest Title holds weekly trivia games where winners earn points to “purchase” gifts and other items.

Understanding family and personal time is important to its staff, the company generally adheres to a five-day work week, allowing employees free weekends. In addition to providing stable work hours, the company encourages community support by offering employees paid time off for volunteer efforts. The company also provides employees with free title and escrow services for home purchases.

Southwest Title Company

CEO/President: Dale Puhl

HR Director: Shelly Roberts

Nature of Business: Title insurance

Location: 8215 S. Eastern Ave., Suite 100,
Las Vegas, NV

Employees: 40

From the Judges

The president and CEO of Southwest Title provides his staff with the opportunity (paid time off) to get involved with community organizations and activities that help them grow as individuals. To gather input from the entire staff and to provide ownership in the direction of the company, employees are invited to join committees that guide different aspects of the business.

Meet the Judges

Tim McFarling is director, faculty human resources at the University of Nevada, Reno. He holds two master's degrees and the SPHR designation. He has more than 20 years experience in human resources in a variety of industries: retail, manufacturing and higher education. He has consulted and provided management development training for International Game Technology, Nevada Bell, Ralston Foods and Lifetouch Studios.



James A. Sanwick is the president and CEO of Sierra Tahoe Management Group. The company works internationally as a business development consultant for new and expanding businesses from South Africa to China. His management career began in 1975, after his service in the Marine Corps, when he was hired to design and then serve as director of the first day camp for severely involved Cerebral Palsy children. Since that time Sanwick's career has encompassed over 16 years of general management and 14 years in senior human resources and organization development roles. He has been a member of the Reno HR senior forum since 1993.



Sanwick's last corporate position was in human resources and organizational development with the world's largest mining conglomerate. His biography appears in both Who's Who in America and Who's Who in the World. He has a Bachelor of Science from the University of Northern Colorado and a master's degree from the University of Alaska, and has held the SPHR designation for more than 10 years.

Gena Jones is the assistant vice president of human resources for the University of Nevada, Reno. She has worked in the field of human resources, management and supervision for more than 20 years in both the private and public sectors. She received her bachelor's degree in social work from New Mexico State University and her master's degree in management from Webster University.



Jones has been certified as a senior professional in human resources since 1993 and served on the National Board of Directors for the HR Certification Institute from 2000-03. Besides her many years of hands-on experience and leadership in the field of human resources, she taught for several years at the university level in the areas of human resources, management and supervision. Jones has received a number of leadership and excellence awards in the field of human resources and has served as the New Mexico state director of SHRM state council, was the past president of the Human Resource Association of New Mexico and is a member of the board of directors for the Northern Nevada Human Resource Association.

From the Judges

TWI Group considers its employees its greatest asset. The company values and appreciates employees as being its most important resource in achieving its service commitment to customers.



2nd. TWI Group

TWI formed an Employee Stock Ownership Plan (ESOP) with the purpose of creating employee ownership of the company and rewarding long-term employment. The ESOP owns approximately 33 percent of the company stock and no employee contribution is required

for participation. Upon retirement, employees sell their stock back to the company and use the proceeds for retirement. Employees also participate in a generous profit-sharing program and are eligible for 401(k) plan participation.

TWI conducts annual performance reviews, at which time each

employee is asked to evaluate his or her own performance, as well as the performance of his or her manager. The process was designed to encourage open and honest communication. An annual companywide peer review process is also in place to recognize outstanding service to peers, while alerting management to internal service deficiencies.

Along with its many benefits, TWI offers:

- 100 percent coverage of employees' medical, dental, vision, long-term disability, AD&D and life insurance coverage
- 50 percent of covered dependents medical, dental and vision coverage
- Life insurance equal to two times the employee's annual salary
- A generous vacation program, paid time off for personal needs and 10 paid holidays per year
- Flexible work schedules

The company also provides recognition programs and encourages community support.

Helping Businesses Get Their Work Done On Time.

**Administrative/Clerical
Accounting
Information Technology
Event & Conventions
Executive Search**



**PRIORITY
STAFFING USA**
"It's People That Make The Difference"

(702) 734-2500

4411 South Pecos Road- Las Vegas
www.prioritystaffingusa.com

TWI Group

CEO/President: Steve Barry

HR Manager: Shirley Moorhouse

Nature of Business: Exhibition logistics

Location: 2725 E. Desert Inn Road, Suite 200, Las Vegas, NV

Employees: 91; 60 in Las Vegas

3rd. Lionel Sawyer & Collins

In an ever-changing, more costly benefits environment, Lionel Sawyer & Collins is credited with constantly improving employee benefits with the least cost impact to employees. Full compensation packages include:

- Salary and bonuses
- 100 percent company-paid health insurance, life insurance and long-term disability
- Ongoing computer/software training

- “Lunch and Learn” program that provides employees with information on a host of topics, including downtown redevelopment, identity theft, cyber security, retirement planning, wellness and community environmental programs.

Lionel Sawyer & Collins is also credited with providing a solid work/life balance.

The company utilizes a 35-hour work week and regular hours. The firm sponsors a summer picnic and holiday party and encourages the celebration of birthdays, births and other positive life experiences, while providing support and time off during less positive life experiences.

Lionel Sawyer & Collins regularly consults with other law firms, its benefits brokers, third party administrators and recruiting



Rebecca Pamias-Sellers,
HR Director

vendors for new ways to enhance its employee benefits package. The company strives to remain competitive and in the forefront.

Lionel Sawyer & Collins

CEO: Paul R. Hejmanowski

HR Director: Rebecca Pamias-Sellers

Nature of Business: Law

Location: 300 S. Fourth St., Suite 1700,
Las Vegas NV

Employees: 190; 145 in Las Vegas

From the Judges

One of Lionel Sawyer & Collins' human resource goals is to remain highly competitive and ahead of the curve on employee benefits. Overall, the firm cares about the retention of its workforce and provides an environment that encourages longevity.

Voices of the Chamber
Maalouf Benefits

“Strong economies and good communities don’t ‘just happen.’ They happen because of organizations like the Las Vegas Chamber of Commerce.”

— Georges Maalouf
Maalouf Benefits

See and hear the “Voices of the Chamber” at www.lvchamber.com/voices

Join the Chamber today.
For more information call 702.735.2718

Photos by: Dempsey Graphics/Infinity Photo

Las Vegas Chamber of Commerce
The Voice of Business



1st. Pulte Homes & The Communities of Del Webb

Pulte Homes recognizes the value of its employees as the key sustainers of its success. The company is credited with providing both cash and non-cash incentives and rewards that acknowledge employees' individual efforts that contribute to achieving the company's overall goals:

- Pulte Homes offers a primary pay program called Pulte Performance-Sharing



Incentive Plan. This plan rewards, on an annual basis, the attainment of pre-defined performance goals with a monetary bonus.

- An Individual Performance Appraisal (IPA) system is used to focus the employee on his or her performance objectives and



Richard Dugas,
CEO

**CATEGORY
SPONSORED BY:**



IPA in such a manner that the employee has a defined set of goals that are both challenging and achievable.

- At the beginning of each year, employees and their managers work together on a written Individual Development Plan (IDP) for ongoing professional development.

- Twice a year, operating committee members meet with the Pulte Homes Area Human Resources team to identify key players eligible for advancement opportunities.

Pulte grants both personal and companywide awards throughout the year. Awards are in the form of cash, gift certificates, merchandise or travel opportunities. Additionally, the company's TOPS program rewards employees for providing exceptional customer service to homeowners. Employees with the highest overall scores are rewarded with a trip to Hawaii. An annual, companywide trip

other performance indicators.

Every manager is responsible for working closely with their direct reports to design the

is also sponsored by Pulte.

Additional benefits include:

- A comprehensive, employer-paid benefits package that includes medical, dental and vision coverage as well as flexible spending accounts for health and dependant care.
- A generous vacation and time off policy
- Ongoing employee development
- Communication seminars for effective public speaking and presentation skills
- Flexible work arrangements including job sharing, part-time work and compressed schedules
- A 401(k) plan for both full-time and part-time employees

Pulte also employs a comprehensive training and employee development program that begins at the point of hire and continues throughout the employee's career with the company.

Pulte Homes & The Communities of Del Webb

CEO: Richard Dugas

HR Director: Gary Brown

Nature of Business: Homebuilding/Developer

Location: 8345 W. Sunset Road, Las Vegas, NV

Employees: 13,059; 556 in Las Vegas

From the Judges

Through extraordinary employee development programs for all levels of the organization, Pulte homes not only demonstrates a commitment to their employees, but provides entry level workers with a place to learn and advance in a career. Their employee benefits and flexible work schedule make them among the most family friendly businesses in town. In addition, Pulte's commitment to giving back to the community is exceptional. This award, and the others they have received, prove the theory that great customer service results when the company gives great service to its employees and community.w

From the Judges

Ernst & Young continues to be a leader in their industry when it comes to putting diversity to work. Their recruitment and employee development efforts with respect to the minority community are nothing less than outstanding.

2nd. Ernst & Young LLP

Ernst & Young is committed to an inclusive environment that is progressive, flexible and values the individual contributions of its people. The company regularly appears on the FORTUNE "100 Best Companies to Work For" list and is recognized by Working Mothers as a family friendly business. Ernst & Young was also named to the Black Collegian Top 100 Diversity Companies list for the fifth consecutive year, and for the second year in a row, by *Hispanic Magazine* as one of the Top 100 companies for Hispanic professionals. Ernst & Young has received the Human Rights Campaign Corporate Equality Index rating of 100 percent, the first public accounting firm to attain that rating.

Ernst & Young's compensation package includes:

- Medical and dental coverage,

vision care and dependent day-care reimbursement accounts. The company also provides same-sex domestic partner benefits

domestic partner benefits

- A 401(k) savings plan with multiple investment options and a defined benefit retirement plan at no cost to employees

- Life, long-term care, disability, business, travel and other insurance as well as legal advice

In terms of diversity, Ernst & Young is



Peter Zofrea,
Managing Partner/LV



Heidi Haim
HR Director

credited with maintaining an environment that respects and builds on the assets and talents of everyone, without regard to race, background, gender or sexual orientation. The company has established affinity groups that are active on a local or area-wide basis.

A title company in tune with its customers.



Nobody strikes a chord with customers like Chicago Title. After all, only Chicago Title has nationwide resources to draw from on every closing, decades of experience in the field, a rock-solid commitment to providing the highest level of personalized service, and 15 locations in Southern Nevada to serve you. Chicago Title – the industry leader in title and escrow service.



Chicago Title

3980 Howard Hughes Pkwy, Suite 100 • Las Vegas, NV 89109 • 702.836.8000

Ernst & Young, LLP

Managing Partner/Las Vegas: Peter Zofrea

HR Director: Heidi Haim

Nature of Business: Professional services

Location: 3800 Howard Hughes Parkway, Suite 1450, Las Vegas, NV

Employees: 107,000; 55 in Las Vegas



From the Judges

A key metric that one can employ to identify employers of choice is their retention rate. In Las Vegas, Desert Radiologists stands out. From the beginning, the company has focused on a strong commitment to their employees, from subsidized child care to flexible work schedules, the company makes every effort to treat their employees as the valuable asset they are.

3rd. Desert Radiologists

The physician-owners of Desert Radiologists understand the financial and employee morale-impact of a high turnover rate. The company is credited with maintaining a professional work atmosphere, state-of-the-art



medical equipment and exceptional benefit and employee programs. Benefits

include:

- 100 percent employer-paid health, dental and vision insurance and prescription coverage for both employees and their dependents
- Employer-paid life, AD&D and long-term disability insurance
- Profit sharing and 401(k)
- Paid vacation and flexible work schedules
- Tuition reimbursement
- Free radiology services

The company's human resources department also assists employees with understanding their insurance coverage and in the claim-filing process.

Desert Radiologists has a number of awards and recognition

programs in place, including its STARS program (Search To Acknowledge Remarkable Service); Star Achiever, a peer recognition program; and Catch a Star, which allows managers to provide immediate, "on-the-spot" recognition. Other perks include annual flu shots, an annual company picnic and holiday party, the recognition of birthdays and anniversaries, an employee assistance program and casual Fridays.

WE CONNECT PEOPLE.



DIVERSITY is an important part of our culture, values and business. It's how we keep ourselves open to new thoughts, ideas and perspectives.

TO CONNECT WITH the best company to work for and do business with, visit cox.com/coxcareer.



Ranked "Highest in Customer Satisfaction Among High-Speed Internet Service Providers."*



*J.D. Power and Associates 2005 Internet Service Provider Residential Customer Satisfaction Study. Study based on 6,313 total responses and measures opinions of consumers utilizing national or regional ISPs, who were surveyed in July 2005. Twelve high-speed ISPs were included in the study. www.jdpower.com.

Desert Radiologists

CEO: James Kilber

HR Director: Kim Nagle

Nature of Business: Health care

Location: 2020 Palomino Lane, Suite 100,
Las Vegas, NV

Employees: 287



1st. MGM Grand Hotel & Casino

MGM Grand's brand position is, "Maximum Vegas," a philosophy of providing everything a guest could want under one roof. The company is credited with applying that same viewpoint to its employee relations.

In 2005, MGM Grand had to hire approximately 1,500 employees to staff new property venues. The company's retention rate on those hires was 84 percent. The property credits a variety of human

resource efforts for this, and other notable retention successes. MGM HR professionals are heavily involved in overall strategic planning and are able to assess the specific expectations and demands for all forms of staffing, recruiting, training and retention.



MGM GRAND.

A wide variety of training, mentoring and educational opportunities are available to MGM employees at all service levels.



From the Judges

MGM Grand's "Maximum Vegas" attitude toward its employees provides the "Maximum Vegas" experience for its customers. As a "best place to work," MGM sets the standard for others to follow. From recruiting and employee development to benefits and incentives, MGM Grand finds the mix of custom and standardized programs that help every employee feel valued and appreciated.

CATEGORY SPONSORED BY:



In March 2006, the MGM Grand University was ranked No. 29 on the prestigious list of *Training Magazine's* "Top 100" corporate universities, the only hotel-casino to make the list. Programs offered through the university include:

- Computer training
- E-learning
- Executive mentorships
- English as a second language (ESL) classes
- A variety of life skills programs

Other specialized professional development programs include The Leadership Institute, a prestigious offering for high-potential rising stars in the executive ranks; The Management Associate Program, a six-month, hands-on training experience designed for recent college graduates; and Take Flight Supervisory Academy, a program that targets high potential

supervisors who aspire to advance into entry level management positions.

MGM Grand has a number of employee recognition programs in place, including The MVP Program (Maximum Vegas Performance Awards), designed to highlight and reward great performance; The Gold Key Awards, given by meeting planners who bring large convention business to MGM Grand; and Star of the Month, which recognizes 12 top performers each month.

The MGM MIRAGE Health Plan offers medical, prescription, dental and vision coverage, as well as annual physical and wellness exams for very minimal employee contributions.

MGM Grand and its employees are very active in the local community, raising \$1.58 million in 2005. Funds go to employee assistance programs and local charitable organizations.

MGM Grand Hotel & Casino

President/COO: Gamal Aziz

Vice President of Human Resources: Miriam Hammond

Nature of Business: Hospitality and Gaming

Location: 3799 S. Las Vegas Blvd., Las Vegas, NV

Employees: 9,200



2nd. Station Casinos

Station Casinos recognizes its employees as the backbone of its success. The company is dedicated to creating a progressive work environment, recruiting, employing, training and advancing people of different racial and cultural backgrounds, ages, religious beliefs, alternative lifestyles and abilities.

Station Casinos has been recognized as one of FORTUNE Magazine's "100 Best Companies to Work For." Specialized offerings include:

- The Home Ownership Program, a partnership with Housing For Nevada that provides home ownership informational sessions.
- The Citizenship Assistance Program, which provides free citizenship application workshops, personal assistance in preparing applications for submission, a payroll advance to assist with application fees and tuition reimbursement for English as a Second Language courses.
- The Team Member Value Program, which provides discounts and incentives from various local vendors on everything



Valerie Murzl,
VP HR and Training

from apartment rental to spa services.

Station Casinos stresses a work/life balance and provides free on-site massage/relaxation sessions, restaurant discounts, floating holidays, vacation time and leaves of absence. In addition to its slate

of traditional medical benefits, Station Casinos provides a variety of leadership development and employee recognition programs along with special employee events. Community service is also highly encouraged and supported.

Station Casinos

Chairman/CEO: Frank Fertitta III

Vice President of Human Resources and Training: Valerie Murzl

Nature of Business: Hotel/Casino/Hospitality

Location: Various locations valley-wide

Employees: 11,725

From the Judges

Station Casinos' operations, with regard to employees, is yet another inspiration to other operations. From its home ownership and computer ownership programs to its outstanding benefits package and assimilation programs, Station Casinos creates career paths for workers in every category.



3rd. Palms Casino Resort

Palms Casino Resort is committed to offering among the highest overall wage and benefits package in the Las Vegas hotel-casino market. In addition to generous medical, dental and vision coverage, The Palms offers \$5 office visits to the Palms Family Medical Center and free generic drugs at more than 300 pharmacies. Other benefits include:



- Company paid employee and dependent life insurance

- Company paid short and long-term disability
- 401(k) plan
- A company funded cash balance pension plan

Employees also receive negotiated vendor discounts, team sponsorships and a company sponsored assistance benefit that provides emergency assistance to employees in need who have suffered a serious hardship or personal crisis. The Palms also provides tuition reimbursement, in-house leadership training and other specialized courses.

Employee recognition programs at The Palms include a monthly cocktail reception for those recognized as “Celebrities in Service,” a quarterly “Coffee with the GM” program, a “Team Member Hotline” and regular employee focus groups and surveys.

Palms Casino Resort

CEO: George Maloof Jr.

HR Director: Karen Brasier

Nature of Business: Hospitality/Gaming

Location: 4321 W. Flamingo Road, Las Vegas, NV

Employees: 2,000

From the Judges

As one of the newer operations in Las Vegas, The Palms has shown its commitment to employees from the very start. From unique employee programs to outstanding recognition and rewards efforts, The Palms has a truly awesome human resources attitude. The results of the company's employee satisfaction surveys put them in rarified territory few large employers enjoy.

BEST PLACES TO WORK ARE ALSO THE BEST PLACES TO LISTEN

Whether it's smart news from News 88.9 KNPR or the world's most compelling music from Classical 89.7 KCNV, Nevada Public Radio stations provide information and entertainment that respect your intelligence.

**AT WORK
AT HOME
ON THE ROAD**

**ON THE RADIO
ON YOUR COMPUTER
ON YOUR IPOD**

www.knpr.org
www.classical897.org





1st. Las Vegas-Clark County Library District

The Las Vegas-Clark County Library District's human resources division is playing a critical role in the fulfillment of a new strategic planning process designed to implement new operating technologies, emphasize efficiency and maintain a high patron and employee satisfaction rating. Part of the process includes staff training in new processes in

public service and support areas; increasing staff diversity at all levels; and helping staff gain the knowledge and tools necessary for digital service delivery.

Recognizing the need to fill upcoming professional librarian vacancies, in 2004 the District helped create a coalition that included the Nevada State Library and Archives, the University of Nevada Las Vegas

CATEGORY SPONSORED BY:



SIERRA HEALTH SERVICES, INC.[®]
Caring For Your Future™

and the University of North Texas. The partners were awarded a substantial grant from the Federal Institute of Museum and Library Services to recruit and educate a diverse group of graduate students through a two-year, American Library Association-accredited Master in Library and Information Science program on a distance-learning basis.

The Library District's overall recruitment efforts work hand-in-hand with its diversity initiatives. The District is recognized for its substantial efforts to build a workplace representative of the community it serves through

From the Judges

The library was in need of Master's-level employees. No program existed in Las Vegas, so the district partnered with higher education institutions to develop a program to meet their needs. There is a strong commitment to diversity and employee communication. The library's human resources office is playing a critical role in the fulfillment of the agency's new strategic plan.

comprehensive recruitment, retention, training and mentoring practices. Salaries are competitive in both its field and for the region. The District offers a competitive salary and benefits package for full-time employees that is equivalent to more than 30 percent of an employee's annual salary and includes:

- 19.75 percent employer-paid contributions to retirement under the Nevada Public Employees Retirement System

- Health, life, vision and dental insurance for employees and their dependents

- 13 paid holidays, 15 days paid vacation leave and 12 days sick leave annually

- Short-term and long-term disability coverage

- Flexible spending account programs

- Cancer and personal accident insurance plans

- Tuition reimbursement

The District also employs a number of internal and external training programs that stress personal and professional development. Additionally, the District is recognized for its communication and community programs, including:

- Internal committees devoted to various core programs

- Participation in the annual Corporate Challenge

- Intern/shadowing programs for high school and college students

- A comprehensive adult and family literacy program serving more than 1,000 people annually

Las Vegas-Clark County Library District

Executive Director: Daniel L. Walters

HR Director: Bud H. Pierce

Nature of Business: Public library

Location: 833 N. Las Vegas Blvd., Las Vegas, NV

Employees: 697; 648 in Las Vegas

2nd. Las Vegas Convention & Visitors Authority

The Las Vegas Convention & Visitors Authority (LVCVA) offers its employees a superior pay and benefits package that includes a wide range of employee services programs. Benefits include:

- 100 percent employer-paid medical, dental and vision premiums, long-term disability and life insurance

- Flexible spending accounts and AFLAC supplemental insurance coverage under its Section 125 Cafeteria Plan

- An employer-paid employee assistance program

- Tuition reimbursement

- Access to professional development programs

- Four to six weeks of personal time off each year

Employees at all levels of the organization are invited to bring fresh ideas into the Authority's vision. A newly established Employee Management Relations Committee was created to keep communication



flowing. Company president and CEO Rossi Ralenkotter regularly conducts small group meetings with employees to discuss his vision of the Authority and hear from employees.

The LVCVA's human resources office offers employees a variety of discounts at local and regional attractions. The company also hosts an annual health and financial fitness fair, and conducts a number of incentive and awards programs including the Most Valuable Player (MVP) awards and the "World of Thanks" recognition program. A variety of special events are coordinated by the organization's all-volunteer Employee Recreation Committee (ERC).



Rossi Ralenkotter,
CEO/President



Mark Olson,
VP of HR

From the Judges

The Las Vegas Convention and Visitor's Authority has a strong record of internal promotion. Employee recognition programs are complemented by a competitive benefits program.

Las Vegas Convention & Visitors Authority

CEO/President: Rossi Ralenkotter

Vice President of Human Resources: Mark Olson

Director of Human Resources: Debra Kent

Nature of Business: Special District, Local Government

Location: 3150 Paradise Road, Las Vegas, NV

Employees: 895 full-time; 471 part-time

From the Judges

University Medical Center has developed a strong recruitment program in response to the shortage of health care workers. A variety of diversity programs emphasize the organization's commitment to diversity.

3rd. University Medical Center

University Medical Center's (UMC) administration and human resources office is committed to continually



evaluating trends and revising its benefits to meet the needs of its

employees. UMC has enacted a number of employee-centered initiatives during the past two years:

- Creation of an employee-based retention strategy committee
- Implementation of hiring and retention bonuses
- Compensation assessment utilizing "Comp Analysis," a web-based automated market survey analysis to help assess the need for market-based pay increases
- A comprehensive diversity program, as well as diversity and sensitivity training



- Internal and external mentoring programs
- Annual employee service recognition

UMC employees are eligible for the Public Employees Retirement System, wherein the company pays 100 percent toward retirement contributions.

UMC also provides annual cost of living adjustments, merit-based pay increases and liberal vacation policies.

In addition to its compensation and benefits packages, UMC is credited with maintaining a solid work/life balance. Special in-house programs available to employees include Weight Watcher's, smoking cessation clinics and annual health fairs.



Lacy Thomas,
CEO

Sierra Health Services

and our family of companies

congratulate the

'Best Places to Work' Honorees

*Please join us in recognizing our most precious resources
— employees —*



SIERRA HEALTH SERVICES, INC.®

Caring For Your Future™

01NVSHS06210

University Medical Center

CEO: Lacy Thomas

Chief Human Resources Officer: John Espinoza

Nature of Business: Health care

Location: 1800 W. Charleston Blvd., Las Vegas, NV

Employees: 3,800

Growing with Our Community

Nearly 60 years ago, the St. Rose mission of compassionate health care for every patient began in Henderson. And in the summer of 2006, St. Rose will carry this mission to southwest Las Vegas, with the opening of our third campus, San Martín.

When open, San Martín will be more than a building. It will be a haven for the mind, body and spirit. It will be more than quality emergency and cardiac care. It will be peace of mind. It will be more than four floors of private patient rooms. It will be a place healing will call home.

After all, we're building more than a new hospital. We're building a place for you and your family to find safety, peace and well-being.



St. Rose Dominican Hospitals
CHW

San Martín
8280 W Warm Springs Rd
Las Vegas, NV 89113
Open Summer 2006

Rose de Lima
102 E Lake Mead Pkwy
Henderson, NV 89015
702-616-5000

Siena
3001 St. Rose Pkwy
Henderson, NV 89052
strosehospitals.org

San Martín Campus

As a continued commitment to providing high quality in technology and care, this new campus will provide:

- 111 private rooms
- Emergency Department
- Full range of surgical services
- Full range of rehabilitative services
- Obstetrical and pediatric services
- Full diagnostic imaging services, including MRI and CT
- Cardiac services
- Cancer/oncology services
- Joint Replacement Center
- Private patient rooms with guest accommodations
- Chapel and chaplains
- Extensive Community Outreach programs

ST. ROSE DOMINICAN HOSPITALS IS NOW HIRING. FOR MORE INFORMATION VISIT STROSEHOSPITALS.ORG

THE NEW VOICE IN RECRUITING

Your website accepts applications.

Why doesn't your job hotline?

JOBFLASH™
THE FASTEST WAY TO HIRE RIGHT



JobFlash is the First Voice, Web and Kiosk Solution to Automate Hiring of Hourly Workers.

JobFlash Consists of an Interactive Job Hotline that:

- Automates screening, scheduling, paperless hiring
- Improves quality of hire and retention
- Decreases cost per hire
- Delivers candidate self service

JobFlash supports diversity hiring by offering candidates English and Spanish options on the phone and the web.

For more information:

email to sales@jobflash.com, visit us at www.jobflash.com or call (888) 904-6500