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In Business
**BEST
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a blog about leadership,
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In Business BEST PLACES TO WORK

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FROM THE EDITOR



Dear *In Business Las Vegas* readers,

Finding good employees, developing them into great workers and ultimately keeping them for the long term is always a challenge

for companies.

Our annual special publication "Best Places to Work" recognizes and honors companies that have an atmosphere, policies and compensation plans in place that employees are pleased with and speak highly about. All of the honorees were selected based on the anonymous surveys of their respective employees.

For the first time in the eight years that we've been honoring companies for their workplace programs, we

partnered with Quantum Workplace, a third-party research firm that manages similar "Best Places to Work" awards programs in more than 40 cities across the United States.

How the selections were made

To find Southern Nevada's Best Places to Work in 2009, *In Business Las Vegas* asked readers to nominate local workplaces. Nominations were accepted during July and August at a Web site set up by Quantum Workplace (www.lasvegas-bestplacetowork.com).

This year 147 companies and organizations were nominated. That's more than double last year's total.

Following that, human resource directors at each of those companies were asked to provide information, which included the number of employees.

Quantum surveyed those employees in August and September and used analytical tools to rank the top employers in four categories: Micro (10-25 employees), Small (26-100 employees), Medium (101-500 employees) and Large (More than 500 employees). Only companies with at least 10 employees could participate, and businesses needed to reach a percentage of completed surveys based on their size to be eligible.

Results are based solely on the voice of the employees and the data collected. Each company that participated received a free report that summarized their employees' responses.

Rob Langrell

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In Business LAS VEGAS

FROM THE SPONSOR



Dear *In Business Las Vegas* readers,

The University of Southern Nevada is proud to sponsor the *In Business Las Vegas* 2009 Best Places to Work awards, recognizing Southern Nevada businesses and organizations that strive to create and maintain engaging work environments.

In today's tough economy, with companies facing unprecedented challenges and uncertainty, the efforts required to maintain a positive workforce often move to the backburner. However, like those recognized this year, many companies have persevered by embracing creative human resources strategies and programs that not only ensure employee morale and loyalty, but also have a profound, positive impact on productivity and business success.

Recognized consistently over the years for its innovative human resources practices, the University of Southern

Nevada is now celebrating its 10th anniversary. Originally called the Nevada College of Pharmacy, the university has grown from having just a handful of employees to more than 140 dedicated faculty, administration and staff who are passionate about the growth and success of the institution. Today, we offer a Bachelor of Science in Nursing, Master of Business Administration, Doctor of Pharmacy and an Advanced Education in Orthodontics and Dentofacial Orthopedics residency program. Without our dedicated employees, our continuous growth could not be achieved.

The University of Southern Nevada congratulates all of those recognized today for their outstanding commitment to their employees.

Dr. Harry Rosenberg
Founding President

University of Southern Nevada



Purdue Marion & Associates

If you want to work in what feels like a family environment, don't work for Purdue Marion & Associates.

"A lot of people like to say they create a culture that is like family. But my family is very dysfunctional. So we don't do that here," chuckling firm principal Bill Marion said, while outlining the perks of working for the small but accomplished public relations agency.

Started in 2001, Purdue Marion hit the ground running in the public relations arena, with large notable clients such as politicians and casino operators on its principals' résumés. By 2005, the boutique public relations firm was offering a comprehensive benefits package to its employees and enjoying an expanding and diverse client mix. Today, Purdue Marion has a staff of 10 very motivated, high-energy public relations professionals.

Both Marion and fellow principal, Lynn Purdue, have worked to create an environment that encourages employees to take risks and not fret over making mistakes. Marion calls it an "empowerment culture" where employees are responsible for growing and managing their client lists, while seeking out opportunities to better themselves through educational courses and offering the firm's services to community programs and nonprofits.

"I firmly believe people respond to being relied upon," Purdue said of her employees. "People who work here are constantly put in a position of challenge. You



The Purdue Marion & Associates employees

should be a little uncomfortable. That means you're growing, you're reaching."

With the trust they put into their employees, Purdue and Marion both admit to doing very little managing of personnel.

"We love to get in the trenches with our clients. Neither of us manages on a day-to-day basis. That's why we bring in people who are reliable and can manage (themselves)," Purdue added.

With an economic downturn in full swing, Purdue and Marion have committed to open communication and support of employees' efforts to salvage and grow business in the past year and beyond. At a time of hiring and raise freezes, Purdue Marion was proud to give raises and fully fund its 2008 holiday party to the

same level of past years. Both principals also are known for throwing their share of impromptu celebrations acknowledging employee accomplishments and firm milestones.

"It's just one of our ways of saying 'thank you,'" Marion added.

Both principals agree that much of the success of their firm relies on employees' ability to think outside the box and find opportunities where others may not see them. Marion likens that nimbleness to a quick speedboat, as opposed to a lumbering battleship.

"It's more of a spontaneous kind of thing we look for in our people. That's also the kind of service our clients have grown to expect from us," he added.

Employee Comments

I like how, as a boutique agency, we rely on each other's strengths to provide a breadth of services. We work in teams that play to our strengths. If someone has more experience in an area, even if they are not on that specific account, then they are brought in to give the client the best possible service.

Purdue Marion & Associates goes above and beyond to create a focused, enthusiastic and respectful family/business culture. I love my job, my role in the company and all the team members I work with.

Purdue Marion has always recruited top level talent and takes great pride in the quality of work that it provides to its clients. "Family" and team are overused words to describe a great workplace, but it is so very true of the people here!

I love it here at Raster. We've got a great thing going!

Raster Media is unique in the software development industry in that we are encouraged to have fun, rarely work overtime and are encouraged to be entrepreneurial. Management often takes the team out to lunch, out to a movie and other activities away from our desks. If something's not working, they change it. I've never worked in an environment as employee focused as this.

Opportunity to travel, to take time off, to grow my knowledge in technology, to grow into a better individual honesty, integrity, professionalism, detail-oriented.

Raster Media

At Raster Media, company leadership likes to pay employees for not doing their jobs. It may sound strange, but employees are more productive as a result, said Geoffrey Radcliffe, Raster's director of business development.

Started in 2003, Raster builds Web sites, e-mail marketing campaigns, cell phone software applications or "basically anything that requires Web-based technology," Radcliffe explained. Raster

has grown revenues an average of 27 to 30 percent annually.

How the firm gets impressive results is unconventional, to say the least. Employees are required to spend 20 percent of their workweek on nonclient-related work. Some employees play on Facebook all day, while others may blog; still others may engage in other personal pursuits.

"We're a big fan of the work to live not the live to work mentality," Radcliffe added.

Raster employees also take an afternoon off each month to catch a matinee

film. Employees and owners get together to help a fellow employee work on personal pursuits as well. Radcliffe gives one example of a colleague who has a unique frozen yogurt concept. Raster employees and owners are helping the employee develop a business plan. Additionally, the company's clients are more friends than business associates.

"We don't need an occasion to have a good time. That's kind of the company culture," Radcliffe added. "We have clients come in and hang out all day. They like us ... and we're able to close deals this way."

Creative Technology

Creative Technology employees give the company high marks for a variety of reasons. While its local office is home to 18 employees, it is part of a larger network of offices that provides audiovisual services for special events around the country and world. While the company was started in the 1980s, Creative Technology's local office was opened in 2005. Its employees can tap big company benefits by being associated with an international entity of 300 employ-

ees, while enjoying a casual, comfortable local atmosphere as well, said Herb Brandt, general manager of Creative Technology's Las Vegas office.

"We include all employees in all communication. The chairman will travel down here a few times a year and go through each office, talk to every employee," Brandt said. "We have wide open communication from the lowest levels to everyone in the field."

Brandt's office also maintains little perks, such as a loose dress code, flexible schedules and an absolute commitment to not micromanaging employees,

confirmed by both company leadership and employees.

"I'm not looking over anyone's shoulder. I hire people. They know what they need to do. I prefer to give them latitude and room," Brandt added. "Everybody looks out for everybody else and pitches in and helps. We don't have any of this, 'That's not my job, that's your job' stuff."

The local Creative Technology office helps produce 50-plus large trade shows, corporate meetings and business sessions each year in Las Vegas.

Employee Comments

Have been with Breslin since 1995 and growth has not changed the 'Family' atmosphere.

Most companies may use the term loosely; however, Breslin is truly a FAMILY. Naturally, there have been some cutbacks due to the current economic conditions in Las Vegas, and their impact on the construction industry. Nonetheless, Breslin made and continues to make every effort to keep its core staff, many of whom have been with the company over a decade.

I have been with this organization over ten years and have been able to advance over these years and play a key role in the success of this company. It, by far, is the best place I have worked for and having been here ten plus years should speak much about this company. Many of the employees here are long term team members and have been here for many years, some even leaving and finding their way back.

It's refreshing to work for a company that truly cares about you and your family.

This is an awesome company with vision, values and genuine respect for all employees. The leadership communicates the goals & progress with all employees. We personally challenge & develop all employees.

PENTA has been a great company to work for and I look forward to growing with this company, as I can't see myself fitting with another company. PENTA sincerely cares about ALL of its employees and is always looking out for the best interest of the company and individual.

**Breslin Builders**

A contractor's life is a difficult one these days, as private sector projects are tough to come by, and public sector work has taken on a fierce bidding war environment. But even with today's downturn, Breslin Builders is finding a way to keep its work environment positive.

Breslin has been able to maintain its 401(K) contribution throughout the past year and has not pulled back on employee benefits overall. The contractor pays 100 percent of health benefits for employees plus one family member. The work environment at Breslin has a family feel, with every employee doing a variety of jobs — everything from answering phones and filing, to more specific skill set-related tasks, said Kathie Reinmiller, who has worked for the contractor for 23 years and is now a shareholder and Breslin's controller.

"That's why I love working here. For the longest time, we didn't even have titles. If there was work to do, you did it. It all paid the same," she said.

Reinmiller, who has been in the valley's construction industry for 37 years, said she had consulted with local subcontractors and construction attorneys to inquire about Jack Breslin's reputation before taking a job with the company.



"I think a lot of our culture comes from the reputation Jack Breslin has built," she added. "We're so imbedded into each other's lives, I forget we're not family."

Breslin has built its share of high-profile projects in the valley, most notably may be downtown's Soho and Newport Lofts for Cherry Development. The contractor also has built the Bali Hai Golf Club, numerous RoadRunner Saloons and Timbers Bar & Grills, the Sedona Restaurant & Lounge, and Hogs and Heifers Saloon and the Triple George Grill, two of downtown's dining and drinking hot spots, as well as many other valley projects.

The family atmosphere in the office at Breslin tends to extend to its clients, said Reinmiller. The contractor has worked for

its share of first-time developers through the years and recognizes there is a certain amount of hand-holding when working with those who are new to the development world.

Breslin himself also has created opportunities for his employees, training framers, when the company had a framing division, to become superintendents. Some employees even went on to start their own companies. Breslin still has lunch with many of them from time to time, said Reinmiller.

"The culture here is really defined by everyone doing their best. This (our work) is our reputation out there. We know to do things to the best of our ability," she said. And Breslin certainly has done just that.

**Capstone Brokerage**

As a leading insurance, risk management and employee benefits brokerage, Capstone Brokerage Inc. has specialized in making a positive impact on companies' bottom lines for more than a decade. And while its clients may think Capstone is great, its employees know it is.

Capstone's chief executive officer, Jade Anderson, still has the first employee he hired 11 years ago and some 27 more today. Anderson, and vice presidents Mary Thompson and Chris Robison, attribute

low turnover and a motivated staff to an employee culture that empowers workers to make their best decisions without fear of making mistakes.

Through the years, employees have asked for more training in order to do their jobs better; the three company leaders also go through executive coaching sessions each month. Capstone uses a personality-profiling program that allows it to assemble successful teams and slot employees into roles in which they can grow professionally and work well within the organization. It's all part of Anderson's idea of a "vision-oriented" organization.

"We're all working on becoming better people," Anderson said. "We firmly believe in hiring for culture, then training for skill. ... We want this to be the last place that they work."

Capstone offers a bonus pool for noncommissioned employees. Employees are required, at some point in the year, to take at least five successive days off of personal time to "really get away and detach from work," added Thompson. Capstone also recently earned a best workplace distinction from the industry trade publication *Business Insurance* magazine.

**The PENTA Building Group**

Started in 2000, PENTA Building Group very quickly established a résumé of large and noteworthy construction projects, as revenues ballooned to \$600 million a year. PENTA currently is completing the Golden Nugget tower expansion and also has built the Aliante Station Casino & Hotel and the Grandview at Las Vegas Timeshare Resort, to name a few.

One of the company's core values is to "work smart, play hard." PENTA employ-

ees enjoy a work environment shaped around fairness and a teamwork culture, said Jennie Bowman, marketing manager for PENTA Building Group.

The company offers the usual perks of other big contractors: health, dental and vision benefits, along with 401(K), profit sharing, bonuses, vehicle allowances, tuition reimbursement, access to a third-party financial consultant and other benefits. PENTA also has a wellness committee that provides information on healthy living, said Bowman.

"Last year, we had a 'Biggest Loser' competition to encourage an active,

healthy lifestyle, with a little friendly competition," Bowman added. "Work-life balance is the cornerstone of PENTA. ... PENTA not only ensures its employees have a life away from work but also a satisfying one."

Additionally, the company supports employee involvement with local charities and nonprofits. The firm recently was awarded a Corporation of the Year distinction from Opportunity Village for its longtime support of the nonprofit.

"There's a sense of pride when we've helped out the community and have come together as a company," Bowman said.



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Employee Comments

I wish I would of been on board with this company 30 years ago.

Great company! The company is successful because the employees are empowered. Owners are not micro managers. They give the employees all the tools they need to be successful.

Camden's consistency in product where ever you go far outshine any competitors in this industry.

Dependent significant others have been added to the benefit plan, but independent significant others would also be a huge plus

This place, though not perfect, is still nothing short of amazing.

This is a ministry, not a corporation.



Commercial Roofers Inc.

Scott Howard and Dennis Conway, owners of Commercial Roofers Inc., understand the corporate grind. That's why, while growing their roofing business is a major priority, keeping the big company politics and burdensome procedures out of their operation is a key aspect of how they run their company.

"We both came from the corporate world, and we learned a lot about the good and the bad in those environments," Conway said. "We wanted to build a company we would both truly like to work for."

And the pair has done just that. The recipe for maintaining employee retention and happiness seems simple to Conway and Howard: hire good employees, allow them to have flexible schedules, pay them what they are worth and stay out of their way, said Conway. Both principals are committed to minimizing excessive meetings, which slows productivity and can sometimes be a morale killer. Instead, the pair works to stay in touch with those in the field through weekly meetings, site visits and other communication but stays away from micromanaging as a whole.

"Construction can really live on meet-



Scott Howard, left, and Dennis Conway

ings. It's frustrating when you're trying to put a bid together or trying to negotiate something. It takes time to stop and go have a meeting," Howard said.

Conway and Howard also make a point of getting together the entire company — those working in the office and the field — by holding company picnics, barbecues, holiday parties, etc. At the events,

Conway and Howard also hand out safety awards, which is part of an incentive program Commercial Roofers extends to its employees in the field who reach certain goals of hours worked without injury.

"We don't want the people in the field to feel they are being taken for granted," Conway said. "They're out busting their butts every day. The owners also take administrative staff out for a luncheon at Mandalay Bay's Foundation Room on Administrative Professionals Day; all employees are offered tuition reimbursement as well.

Above all, Conway and Howard believe one of the key attributes of the company's success and its ability to keep employees happy is the fact that both leaders are on the same page with so many decisions. Conflict and differences at the top of an organization can only make jobs more difficult for the employees trying to execute a company's vision, Howard and Conway agree.

"We're quick decision-makers. We don't let things fester for a long time. If something goes wrong, we step in and get it resolved quickly," Conway added.

Commercial Roofers will bill about \$40 million in 2009. Its many projects include CityCenter, numerous McCarran Airport facilities and other large hotels-casinos.



Camden

Camden Property Trust is one of the largest publicly traded multifamily real estate companies in the United States. But for the 175 local Camden employees who help lease and maintain some 8,000 Las Vegas Valley Camden apartment units, that big company is reduced to a small family.

Camden wants to know what its local employees needs are, so each year it does a survey and is able to fulfill

many requests.

"They give us their opinions, and we act on it," said Elaine Withrow, Camden's regional vice president. "They wanted more vacation time; we gave it. They didn't like being open on holidays, so now we're closed. ... In terms of changing things we can really control, we're extremely good at that."

Perhaps one of the biggest recent perks for local Camden employees came when the company sold a subsidiary two years ago. It then took a portion of the profits and gave the money to its employees.

"Every employee reaps the rewards of Camden's good business decisions," Withrow added.

Each Camden employee also is put through a mentoring program in the first few months of employment, after which a 3.5 percent salary increase is given. Camden also offers a 20 percent housing discount and access to corporate apartments in each of its markets for vacation use. Withrow also said Camden has had no site layoffs in Las Vegas this year.

Congratulations to Best Places to Work finalists Commercial Roofers, Inc



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Faith Lutheran Jr/Sr High School

Faith matters at Faith Lutheran Jr/Sr High School. And it's probably the biggest reason many employees at the large private school are so happy with their employer.

"I believe our employees view this much less as a job than as a calling, because of the religious nature of the institution," said Kevin Dunning, Faith Lutheran's executive director.

As the largest nonpublic school in the Silver State, Faith Lutheran is the educational home to 1,320 students in grades 6-12. The school has 122 employees at its Summerlin campus, which is at capacity and has growing waiting lists for all grades.

Dunning said the Faith Lutheran staff is committed to making the teacher's life

easier. Classes sizes average 25 students, and teachers deal with a narrower range of student ability, as a result of students passing an entrance exam before coming to the school.

"All the jobs, whether it's a secretary position or landscaping, are designed to support teachers in their work, which we view as our core," Dunning added. "Our goal is to be the best school in the world. We try to frame everything we do around the notion that we can do something better each day."

Faith Lutheran also stays competitive with the public school system's wages and benefits, and its human resources team is committed to promoting healthy lifestyle programs, the executive director said.

"I think our employees know we care about them and want them to be successful in both (their) personal and professional life," Dunning added.

Zappos.com

If you want to work in what feels like a family Zappos.com leaders will admit that they're probably not running the most efficient operation. But its employees, who are helping to bring in \$1 billion in revenue during one of the most financially challenging years in history, are fiercely loyal and always ready to party; on company time, of course.

Like it or not, someone is doing something right at Zappos.com, as the little online shoe company that could is raking in serious cash, and it's not being done by cutting staff and limiting benefits. If anything, it seems the party at Zappos is only just getting started.

To list the benefits, both formal and fringe, for Zappos.com employees can be downright exhausting. The company doesn't just cover health and dental, it picks up the tab for co-pays and deductibles. Zappos buys lunch every day, and vending machine snacks are purchased by the company as well. Employees enjoy a 40 percent discount on merchandise, and the company sponsors "happy hour" for new employees every month — complete with taxi service for safe rides home, if needed.

Zappos offers "nap pods," so if employees are a little worn out from working — or not — they can catch up on some z's. A "help desk" is like a concierge desk



for employees, reminding them of car wash services, dry-cleaning pick up or if the book they ordered on Amazon.com is in. Employees also are allowed to request reading material for the help desk

to purchase and keep in a library area. Employees can then check out, return or keep books.

"I say all the time, I hope this is the last job I ever have," said Rebecca Ratner, director of human resources. She made the jump from the casino industry and admits that she very well may have found employment nirvana at Zappos.

Ratner said one of the best benefits the company offers existing and new employees is a \$2,000 bonus/buyout for recruits who decide within their first six weeks of employment that the Zappos environment is not to their liking.

"The program keeps people who are here surrounded by people they want to work with," Ratner added.

To be sure, work does indeed get done at Zappos. The company prides itself on the communication with its employees, who are updated via their e-mail every day on daily sales levels, call volume, and answered and unanswered incoming calls. They are briefed on revenue goals and are motivated by those figures, Ratner said. By 2014, Zappos.com is looking to reach \$5 billion in annual revenue.

"They get really invested in that stuff," the human resources director added. "We definitely like to promote the 'work hard, play hard' balance."

Employee Comments

I feel like Zappos is unique in that it actually realizes what a huge value they have in the employees. Other companies that I have worked for have outwardly professed that employees are simply drones to do a job ...and nothing else. Zappos is definitely successful in many ways by embracing the fact that its employees are an asset - not just a robot.

I have never in my life seen so many happy people, until I started working for Zappos.com. It's a surprise around here and it makes you love coming into work. Your co-workers become your family and your best friends.

I love Zappos!

Summerlin keeps striving to be the best with services to patients. Educational materials are always available for employees. Continuous learning tools are provided to keep personnel current with today's technology.

- 1) Verbalizes positive feedback and appreciation
- 2) Takes time to talk to me individually about success and progress in my job.
- 3) Values my opinion in problem solving and goals I have for our department.

Each day is filled with new challenges and affirmation of how best to live the values of this organization which have become my own personal values as well.

Summerlin Hospital Medical Center

Taking care of the sick and frail may bring a certain amount of gratification to hospital employees. But Summerlin Hospital employees also are able to enjoy other workplace benefits, such as schedule flexibility and a commitment to recognition for their efforts, while participating in a culture dedicated to delivering excellent patient care.

It's the latter element that seems to drive Summerlin Hospital employees the most, said Mason Hudson, administra-

tor of human resources for Valley Health System, owner of Summerlin Hospital.

The hospital's leadership prides itself in offering training programs focusing on delivering compassionate care. In exchange for providing great service, Summerlin employees enjoy perks, including an extra day of pay for six months of perfect attendance, sign-on bonuses, retention bonuses, monthly self-scheduling programs and a Peak Awards program that allows employees to recognize one another for going above and beyond their job duties for a patient, fellow employee or in other situations.

With the hospital's 333 program, hu-

man resources officials meet with new employees on their third shift, third week and third month to make sure they are happy in their work situation.

"We want to make sure they're having a good experience," said Hudson.

In addition to offering a generous tuition reimbursement program, Summerlin Hospital also offers Valley Health System University, a free continuing education resource for licensed personnel. The system offers traditional classroom, online and even bedside education scenarios.

"That (the university) has really become a huge benefit," Hudson added.

St. Rose Dominican Hospitals

When asked what makes the St. Rose Hospitals' three valley campuses such special places to work, LeRoy Walker, vice president of human resources, admits to sometimes having a hard time putting his finger on the exact reason.

"I like to believe those (Catholic health care) values actually live here," Walker concluded.

Whether it's a healing garden at its Siena or San Martín campus or the simple quiet

at its older St. Rose de Lima campus near downtown Henderson, Walker said a culture of learning and calm assurance very well may be the two finer points of working for Catholic Healthcare West, owner of the valley's three St. Rose Hospitals.

St. Rose offers its employees a generous tuition reimbursement package; and through a partnership with Cornell University, known as e-Cornell, staff members are offered a host of online training opportunities. St. Rose's Star Performers program is an employee-recognition effort that treats employees to Las Vegas Strip entertainment, complete with a

limo ride to shows, added Walker.

Programs are in place for stress management, and employees enjoy free immunizations and flu shots. The human resources team makes monthly rounds to each campus to field questions and concerns. In addition, safety rounds also are made, at which time employee and patient safety issues can be addressed.

"People appreciate that you're out there. They may not have a whole lot of questions, but they appreciate that you make the effort to get around to them," Walker said.

MICRO

10 - 25 EMPLOYEES

RANK	SCORE	EMPLOYEE COUNT	RANK	SCORE	EMPLOYEE COUNT
1. Purdue Marion & Associates	99.78	10	13. Bank of North Las Vegas	89.73	18
2. Raster Media	98.25	10	14. Pro Group Management	88.41	13
3. Creative Technology	96.86	16	15. Geotechnical & Environmental Services Inc.	88.35	22
4. P1 Group Inc.	96.62	11	16. CMA (Credit Management Association)	87.73	14
5. Bailey Kennedy LLP	95.93	22	17. Gibson Lowry Burris LLP	87.30	10
6. Custom Benefit Consultants Inc.	94.39	15	18. PrideStaff	86.43	10
7. Danielson Financial Group	92.34	12	19. Big Brothers Big Sisters of Southern Nevada Inc.	86.16	13
8. APR Consulting Inc.	92.24	21	20. The Westmark Group	85.44	12
9. Houldsworth, Russo & Company	91.18	15	21. Ensemble Real Estate Services Inc.	85.27	19
10. The Ferraro Group	91.01	10	22. Colliers International	84.57	10
11. Micatrotto Restaurant Group dba Raising Cane's	90.32	23	23. Imagine Marketing	81.96	14
12. Telesphere	90.14	10	24. Signs West Inc.	78.23	18

SMALL

26 - 100 EMPLOYEES

RANK	SCORE	EMPLOYEE COUNT	RANK	SCORE	EMPLOYEE COUNT
1. Breslin Builders	95.02	26	12. Gensler	88.93	54
2. Capstone Brokerage Inc.	94.17	27	13. McFadden Insurance Agency	88.67	32
3. The PENTA Building Group	94.16	83	14. Emerald Island Casino	88.44	87
4. McCarthy Building Companies Inc.	92.61	55	15. Petroglyph	87.95	84
5. Service Repair Solutions Inc.	92.09	100	16. SouthwestUSA Bank	87.63	34
6. Harsch Investment Properties- Nevada	91.95	50	17. Eagle Promotions	87.70	95
7. Scripnet Inc.	91.92	52	18. Snell & Wilmer	85.29	77
8. Coldwell Banker Premier Realty	91.70	42	19. American Shooters	81.21	55
9. Henderson Libraries	91.63	74	20. Jeffrey Burr Ltd.	81.11	26
10. Urban Environmental Research	90.18	27	21. JBA Consulting Engineers	80.85	75
11. Gatski Commercial Real Estate Services	89.79	70	22. Kirvin Doak Communications	80.64	40

MEDIUM

101 - 500 EMPLOYEES

RANK	SCORE	EMPLOYEE COUNT
1. Commercial Roofers Inc.	90.39	160
2. Camden	90.00	165
3. Faith Lutheran Jr/Sr High School	88.07	127
4. University of Southern Nevada	84.27	114
5. Las Vegas Convention and Visitors Authority	83.91	490
6. Cash America/SuperPawn	82.79	260
7. RMI Management LLC	82.70	391
8. Las Vegas Clark County Library District	81.74	337
9. Ted Wiens Tire & Auto	81.51	224

500 + EMPLOYEES

LARGE

RANK		SCORE	EMPLOYEE COUNT
1.	Zappos.com	90.40	718
2.	Summerlin Hospital Medical Center	85.60	962
3.	St. Rose Dominican Hospitals	85.34	2,831
4.	Healthcare Partners of Nevada	84.86	650
5.	The College of Southern Nevada	83.23	1,200
6.	NV Energy	82.41	1,969
7.	Wells Fargo	75.84	2,000
8.	National Security Technologies LLC	74.28	2,100



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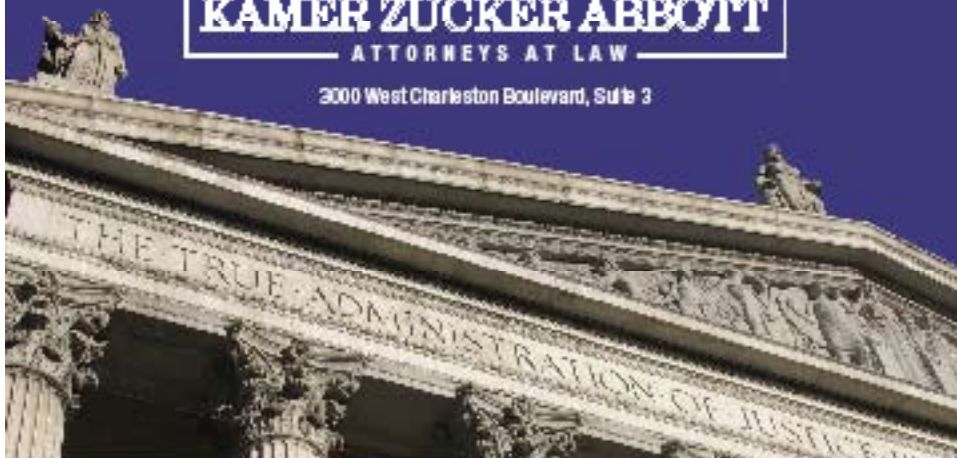
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