

FORTUNEate To Work Here

Since 1998, Fortune Magazine has been sharing with job candidates the best places to work, with its annual "100 Best Companies to Work For" list. Appearing on this best places to work list is an employer's recruitment dream, showing the firm as the employer of choice. This is how a firm goes about being considered and accepted as one of the best places to work according to Fortune Magazine.

First, it's important to know that while the editors and executives at Fortune Magazine have input on which employers make the best places to work list, the heaviest weight on the decision about which firms to include rests on the interviews and evaluations of the employees of the firm.

Nominations for the list of best places to work are accepted up until March 31st for the following year's list.

Two-thirds of a nominated firm's total score comes from their own employees' responses to a survey, 57 questions long, that was designed by the San Francisco-based Great Place to Work Institute in San Francisco. The Institute sends surveys out randomly to at least 350 company employees to participate, asking them about attitude towards the firm's management staff, about their satisfaction with their job and the company camaraderie.

The other one-third of the firm's final score is determined by Fortune Magazine staff's evaluation of the firm's diversity, benefits and compensation practices.

The four areas of scoring criteria are:

- **Camaraderie** - how management communicates with subordinates and each other
- **Respect** in the area of opportunities for advancement and compensation
- **Fairness** with regards to diversity and equality
- **Pride/Camaraderie** which has to do with philanthropy and celebratory occasions.

In general, any firm that has been in existence for over seven years, and is not part of a municipal, state or federal government agency, is eligible as long as it employs at least 1000 permanent employees either full or part time. In 2005 approximately 1000 employers applied to be considered as one of the best places to work according to Fortune Magazine. Only a little over one third - 365 - completed the lengthy application process. As always, 100 were chosen to be part of the best places to work list.

Whether your firm is ready to be nominated or needs help in some areas, Startupshoppe can help you meet your goal of making your company one of the best places to work!

About Startupshoppe - HR Division

Startupshoppe (Located in Minneapolis, MN) is a managed services company that provides experienced professionals on a contract basis. We help with all types of business services - everything from accounting to HR to website development. Startupshoppe provides a cost effective way to manage and grow your business quickly.

Startupshoppe HR Division include: Benefits Management, Communication Strategies, Corporate Intranets, Compensation Analysis, Diversity, Employee Policies & Procedures, Government Compliance, Online Handbooks, Payroll Processing, Performance Management, Staffing, Work/Life Balance and more.

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