



Bismarck-Mandan Young Professionals Top 10 Employers ENTRY FORM

SPONSORING ORGANIZATION:

The Young Professionals network is comprised of approximately four hundred individuals between the ages of 21 and 39 who strive to enhance the social, professional, cultural, and service opportunities for young professionals in the Bismarck-Mandan area by connecting Young Professionals to one another and to the community.

PROJECT DESCRIPTION:

A survey of over one hundred young professionals was conducted in the fall of 2006. Based on these results, the eligibility and selection criteria of the Top 10 places to work for Young Professionals in Bismarck-Mandan was developed.

ELIGIBILITY REQUIREMENTS:

- Any employer is eligible to become a Bismarck-Mandan YP Top 10 employer.
- Companies do not need to apply on behalf of the whole organization. Any section, or division of an business is encouraged to apply.
- Government agencies are eligible. A governmental agency is defined as an arm of the government or an organization where any leaders are appointed by government official or are elected by the community. Any section or division of a government agency may apply.

ENTRY PROCESS:

- To nominate a business or enter your own business, you have several options.
 1. One option is to complete the online nomination form found at www.yppnetwork.org. The form will ask you questions regarding eligibility, company contact information, as well as some additional questions about the employee survey
 2. Additionally, you may download an entry form at www.yppnetwork.org. Complete the entry form and submit it to the YP Network via e-mail at mandis@bismarckmandan.com, fax 701-255-6125 or mail the form to: Bismarck-Mandan Young Professionals Network, c/o Mandi Salvesson, P.O. Box 1675, Bismarck, ND 58502.
- Nominations will be accepted between March 1, 2009 and April 15, 2009
- Nominations will be evaluated and results will be returned by May 2009.

SELECTION CRITERIA:

- A selection committee comprised of individuals from diverse backgrounds will review nomination applications. All entries will be anonymously evaluated. A panel of distinguished judges will evaluate nominees and select recipients using the following criteria:
 1. Innovation-Active development and execution of strategies that advance the employment of young professions in the Bismarck Mandan community
 2. Benefits
 3. Inclusion-Active development and execution of strategies that result in the inclusion of young professionals in the workplace

Should you have questions about this entry form, please contact Heather or Mandi at 701-223-5660 or by email at heathers@bismarckmandan.com.

1. Company Contact Information

- 1.1 Name of person submitting the entry form
- 1.2 Contact Information for person submitting the entry form
- 1.3 Company Name
- 1.4 Company Address
- 1.5 Company Website Address

2. Eligibly Information

- 2.1 Do you employ individuals under the age of 40 in your company?

3. Benefits

Health and Welfare Benefits

- Medical Plan
- Dental Plan
- Vision Plan
- Prescription drug plan
- Part-time employee benefits
- Paid sick leave

Career Development

- Career assessment
- Career development program
- Cross-training
- Mentoring
- Education reimbursement
- Sabbaticals
- "Brown-bag" seminars
- Career Advancement through promotions

Elder Care Assistance

- Resource and referral
- Employer subsidized elder care
- Caregiver seminars
- Long-term care insurance

Wellness

- Discounts to health club and/or on-site fitness options
- Health education programs

Reimbursement Accounts

- Health care reimbursement account
- Dependent care reimbursement account

Infant Care

- Lactation room (breastfeeding)
- Paid leave/parental
- Unpaid family leave beyond requirement of FMLA

Work Place Culture

- Surveying employees on work-life issues
- Self-managing work teams

Retirement Plans

- 401(k) or 403(b)
- Retirement plan other than 401(k) or 403(b)

Child Care Assistance

- Resource and referral programs
- Employer subsidized child care
- Use of employee sick days to care for dependents
- Financial assistance to adoptive parents
- On or near-site child care
- Family child care network

- Quality improvement program
- Paid time off for volunteer activities
- Policy statement regarding commitment to work-life balance
- Posted mission Statement and company core values

Work-Time Options

- Flexible work scheduling
- Compressed work week
- Permanent part-time schedule
- Telecommuting
- Job sharing

Other

4. Additional Information

4.1 Why should your business be considered one of the Bismarck/Mandan’s most outstanding employers for Young Professionals?

4.2 Is there anything unique or unusual about this business that makes it a great place to work for young professionals?

4.3 Do you feel your business value’s your younger employee’s voice? If so, give us an example of how you do so.

4.4 What have you done as a business to understand the younger generation?

4.5 How does your business recognize/value young professionals? Examples might include pay, reward programs, promotions.