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When work works – Business succeeds with work/life balance ***Arapahoe/Douglas Works! receives national recognition for business excellence in workplace flexibility***

AURORA, CO --- Arapahoe/Douglas Works! was named a winner of the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility today, distinguishing the employer as one of the top practitioners of workplace flexibility in the nation.

Winners of this prestigious award not only offer excellent workplace flexibility policies and practices, but they also use flexibility as a strategic business tool to benefit business and employees.

“We’ve rewritten the rules,” said Joe Barela, A/D Works! Division Manager. “Our flexible work policies invite staff to create schedules that fit their needs and that, in turn, increases our ability to maintain a high quality of service to our clients.”

At A/D Works! staff may work a few longer days so they can take every fifth or 10th day off, work at home a day a week or start work any time between 6 and 9 a.m. as long as core customer hours of the workforce center are adequately covered. Another great feature for employees is that they may use up to 2 hours a week to accommodate unexpected life issues and just make up the time within that same work week, without tapping into annual and/or sick leave banks.

Barela says the key to workplace flexibility success is each employee’s commitment to personal accountability. It’s a two way street.

“Two of the biggest issues for employers in today’s economy are recruitment of top talent and retention of valued employees,” said Greg Roth, senior manager of programs for the U.S. Chamber of Commerce’s Institute for a Competitive Workforce. “The business community sees workplace flexibility as a vital piece in a broader plan to develop the strongest possible workforce. As a strategy to stay competitive, workplace flexibility can be a sound business decision for employers no matter the size or industry sector.”

Applicants for the Alfred P. Sloan Awards were evaluated in a rigorous two-step process, first comparing the employer’s application to nationally representative data from Families and Work Institute’s *National Study of Employers*, and then validating what employers report against employee responses.

“This award is one of the most rigorous in the country,” said Ellen Galinsky, president of Families and Work Institute. “When comparing the winners to national data, they score in the top 20 percent of all employers in the U.S. – which is phenomenal,” she said. “To have employers’ data corroborated by their employees is what is

most exciting. These businesses understand that workplace effectiveness and flexibility are part of being an employer of choice today. They are truly models for other companies.”

Families and Work Institute research finds that effective and flexible workplaces have benefits for employers and employees alike. In fact, employees in effective and flexible workplaces are more likely to be:

- engaged in their jobs and committed to helping their companies succeed;
- satisfied with their jobs; and
- to plan on staying with their employer.

The Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility are part of the *When Work Works* project, an ongoing initiative of Families and Work Institute, the Institute for a Competitive Workforce (ICW), an affiliate of the U.S. Chamber of Commerce, and the Twiga Foundation to recognize businesses that are dedicated to making work “work” for the employer and the employees.

Other local winners of the 2007 Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility announced at the awards ceremony include: Lee Hecht Harrison and the Medical Center of Aurora.

For more information about A/D Works! call 303-636-1160 or visit www.adworks.org.

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