

Three Years Running, West Yost Associates Makes Civil Engineering News' Lists of Highest Ranked Firms

West Yost Associates in Top 20 for Mid-Size Firms and Top 50 for All Firms Nationwide

In October 2007 *Civil Engineering News* ranked West Yost Associates on the top 50 list of "Best Engineering Firms to Work For." With more than 145 firms entering the contest, and results based on a questionnaire and required employee satisfaction survey, West Yost Associates (WYA) is proud to be selected for this exclusive list for the third consecutive year.

For mid-size firms, WYA was ranked in the top 20 firms nationwide. Mid-size firms are defined by those employing between 101 and 499 employees.

Selection criteria included culture, benefits, performance/recognition, compensation, professional development, and recruiting/retention, among others.

This ranking was developed seven years ago by *Civil Engineering News* to provide the industry with a meaningful ranking system for human resources issues in the civil engineering industry, as well as to assist firms in their recruiting and retaining activities. *Civil Engineering News* is the leading business magazine serving the civil engineering market.

The following summarizes some of the survey areas that 90% or more of WYA employees ranked high:

- WYA is ethical in its business practices
- The firm strives to improve
- There are positive relationships among employees
- WYA performs high-quality work for clients
- WYA is abiding by its mission, vision, and/or core values
- Employees have the ability to manage their own work
- WYA has a trustworthy, competent leadership/management team
- WYA leadership communicates well with staff about corporate policies and decisions
- Staff diversity is respected; employees of different backgrounds and personalities are valued
- WYA provides high-quality, responsive services for IT needs and state-of-the-art computers, equipment, and software to meet business/project needs
- Employees feel a sense of pride in working for WYA
- WYA provides opportunities for socializing and celebrating special events
- Employees feel well-informed about important financial information regarding the firm
- WYA strives to improve the quality of benefits offered to staff
- Overall employees have a high satisfaction with their work experience

In addition, 87% of WYA respondents answered "yes" when asked, "Do you believe that your firm is one of the best engineering firms to work for?"

