

Fourth Consecutive Year, West Yost Associates Makes CE News' Lists for Best Firms to Work For

On September 19, 2008 Zweig White, publisher of *CE News*, ranked West Yost Associates (WYA) number 17 on the nationwide list of "Best Engineering Firms to Work For." This is our fourth consecutive year on the list and the first year we have been ranked in the top 25 nationwide. With more than 152 firms nominated in 2008, WYA is proud to be selected for this exclusive list, and happy to have improved our ranking again this year.

For mid-size firms, WYA has consistently ranked in the top 20 firms nationwide. This year we are even closer to the top, ranking at number 6 for mid-size firms, which are defined by those employing between 101 and 499 employees.

Selection criteria for these workplace awards include firm culture, benefits, performance/recognition, compensation, professional development, and recruiting/retention. Results were based on a questionnaire and an employee satisfaction survey.

Based on our employee surveys, 93 percent of employees said they believe WYA is one of the best firms in our industry to work for and 95 percent would recommend WYA to a friend looking for a new job. When surveyed on the firm's culture or personality, our employees noted client-focus, focus on integrity, and team-oriented, collaborative atmosphere in their top responses. WYA President Steve Dalrymple noted, "Staff perceptions of our culture are right in line with the firm's goals and guiding principles. It's great to see these values are instilled throughout our organization."

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"It is a competitive marketplace for top engineering talent. West Yost Associates' success is due largely to our great team of employees. We put forth a considerable effort to make working here a great experience. This recent award confirms that our efforts to create and maintain a great work environment are paying off. Our ability to attract and retain top talent allows us to put top talent to work for our clients. It's a great position to be in."

*Steve Dalrymple,
President, West Yost Associates*

CE News 2008 List of Best Firms to Work For

West Yost Associates Moves up to Number 6, in Top 10 for Mid-Size Firms and Places in the Top 25 for All Firms Nationwide



CE News
WYA Rankings
Best Firms to Work For

2008

#17 Overall (Top 25)
#6 Mid-size Firms (Top 10)

2007

#34 Overall (Top 50)
#15 Mid-size Firms (Top 25)

2006

#42 Overall (Top 50)
#18 Small Firms (Top 25)

2005

#24 Overall (Top 25)
#6 Small Firms (Top 10)

In 2008, over 95% of WYA's staff responding to the anonymous nomination survey stated they agreed or strongly agreed with the following statements regarding WYA:

- My firm has a trustworthy and competent leadership/management team.
- I feel my firm is ethical in its business practices.
- My firm strives to improve.
- My firm practices fair treatment of employees regardless of age, gender, race, religion, etc.
- My firm abides by its mission, vision, and/or core values.
- In general, staff diversity is respected; employees of different backgrounds and personalities are valued.
- I feel positive relationships exist among employees at my firm.
- Computers and equipment used to do my job are maintained and upgraded so that I can be efficient.
- Software used to do my job is maintained and upgraded so that I can be efficient, and when a computer or piece of equipment isn't working properly, someone will quickly resolve the problem.

Over 90% of WYA's staff responding to the anonymous nomination survey stated they agreed or strongly agreed with the following statements regarding WYA:

- I feel positive relationships exist between employees and management at my firm.
- My firm uses fairness and consistency in its policies and decisions.
- My firm is involved in philanthropic and/or community service activities.
- I have a comfortable and attractive work environment.
- My firm provides opportunities for socializing and celebrating special events.
- My firm communicates well with staff about corporate policies and decisions.
- In general, I feel things are well-organized at my firm.
- I am well-informed about financial information regarding the firm.
- I feel I am well-informed about the schedule for projects on which I work.
- My firm offers me interesting and challenging work opportunities, I feel challenged by my work.
- I feel a sense of pride in working for my firm.
- I am satisfied with my total compensation, time off, and sick leave