



For Immediate Release

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Software Technology Group, Inc. Recognized for Innovative and Effective Workplace Practices

Receives prestigious When Work Works Award

Salt Lake City, UT (November 13, 2018) – Software Technology Group, Inc. has been honored with a 2018 When Work Works Award for exemplary workplace practices.

The prestigious When Work Works Award is part of the Society for Human Resource Management's (SHRM's) When Work Works project, a national initiative that helps employers become more successful by transforming the way they view and adopt effective and flexible workplaces.

The award recognizes employers of all sizes across the country that are excelling at offering a variety of top-rated employee initiatives such as work-life fit policies, flexible scheduling and transition to parenthood programs. The award goes beyond work-life programs and includes initiatives that address the additional evidence-based aspects of effective workplaces, such as opportunities for learning, a culture of respect and trust, and job autonomy.

“Software Technology Group (STG) is pleased to be awarded this amazing recognition! From our inception, STG has been dedicated to providing our employees with work/life balance. As a company we have found that workplace flexibility and adaptability has increased retention, employee satisfaction and improved our bottom-line. Our employees truly are our greatest asset and we are constantly thinking of ways to improve their experience as employees and give them the flexibility to succeed. Whether it's employee training, mentorships, flexible schedules, benefits or career development - providing work/life balance has improved every aspect of our business. Thank you again for your recognition and for shining a light on this important aspect of successful business practice.” said Martha McKay, Marketing Manager of Software Technology Group.

In applying for the award, Software Technology Group, Inc. was evaluated on factors associated with employee health, well-being and engagement: opportunities for learning; a culture of trust;

work-life fit; supervisor support for work success; autonomy; and satisfaction with earnings, benefits and opportunities for advancement.

“These organizations developed HR policies and programs to support and maintain this environment, and they are reaping the benefits with increased retention, productivity, and overall success for their investment,” said Lisa Horn, SHRM vice president, Congressional Affairs.

The award is earned after a rigorous assessment that emphasizes the real-life experiences of employees and incorporates national benchmarks of employer practices from the *National Study of Employers* and the employee experiences from the *National Study of the Changing Workforce*. Two-thirds of an organization’s winning score is based on a survey of its employees.

To learn more about the awards, view an interactive map that lists [winning organizations by state](#) and a list of [winners by name](#).

Additional information about the [When Work Works Award](#) and the [When Work Works](#) initiative is available online.

Media: For details and to request an interview, contact Martha McKay at 801.595.1000 or martha.mckay@stgconsulting.com.

ABOUT Software Technology Group, Inc.

Since 1996, Software Technology Group has been employing top software developers along the Wasatch Front. Our business model makes us unique: most STG consultants are full-time employees, complete with benefits and paid time off. Positions with us combine the variety and excitement of contract work with the stability of permanent employment.

A few of the things that set us apart

- **Work-life balance** – We are a multi-year winner of the Alfred P. Sloan award for our outstanding accomplishments in workplace flexibility.
- **Continuous learning** – We offer a mentoring program that pairs junior software consultants with our senior consultants. Software consultants at all levels benefit from our regular training programs and education reimbursement options.
- **Quality people & Quality work** – STG’s management and consultants are considered industry leaders, working together to develop advanced, innovative solutions for our clients.
- **Employee value** – Without our employees, STG could not exist. We offer outstanding benefits, regular bonus opportunities, and above all, gratitude and appreciation for your contributions.
- **Why work for us?** <http://stgconsulting.com/careers/why-work-for-us/>

About When Work Works

When Work Works is a national initiative led by the Society for Human Resource Management (SHRM) to help businesses of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces. When Work Works is one of the foremost providers of resources, rigorous research and best practices on workplace effectiveness and flexibility in the nation. The initiative administers the prestigious annual When Work Works Award, which recognizes exemplary employers for creating effective workplaces to increase business and employee success. Visit www.whenworkworks.org and follow us on Twitter @WhenWorkWorks.