



National Older Worker Career Center (NOWCC) Named Number One of the “50 Best Nonprofits to Work for in 2014”

**Washington, DC
April 2, 2014**

NOWCC Ranks Number One as Best Nonprofit to work for in 2014

National Older Worker Career Center (NOWCC) headquartered in Arlington, VA, was recently selected by *The NonProfit Times* as Number One in the country’s “50 Best Nonprofits to Work for in 2014.”

Founded in 1997, NOWCC is a national nonprofit organization dedicated to promoting experienced workers (55 and older) as a valuable and critical component of the nation’s workforce. NOWCC is a well-established bridge that helps connect experienced workers to meaningful positions in the public sector. NOWCC provides cost effective, flexible, and innovative experienced worker programs to help federal agencies fulfill their missions. We pride ourselves on listening to our customers and meeting their needs with top of the line quality customer service.

Conducted by Best Companies Group from Harrisburg, Pennsylvania, the nationwide survey included the categories of leadership and planning, corporate culture and communications, role satisfaction, work environment, relationship with supervisor, training and development, pay and benefits, and overall employee engagement.

Leaders at organizations that topped the list of Best Places to Work share common approaches, such as empowering employees and encouraging them to find their own creative solutions. Clients say they love working with NOWCC because of our customer focused culture. We respect our customers and we listen to them to better understand their needs. Our customers look to us as a valued partner that they can trust and rely on to do the right thing. They know we are committed to their success.

Read the full “**50 Best Nonprofits to Work for in 2014**” report.

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NPT's Best Nonprofits To Work For 2014

Compensation, communication and development fuel employee satisfaction

By MARK HRYWNA, PATRICK SULLIVAN & MARTIN C. DAKS

Ask almost anyone who works at a nonprofit to tell you the best part about working there and the answer generally will be: the mission. And, that's great. But loving the mission doesn't pay the electric bill.

Employees of nonprofit organizations likely understand that concept. Things such as salary aren't going to be at the same levels of

for-profit companies. They do it for other reasons or find other benefits (monetary or otherwise) that fulfill them in their careers.

Leaders at organizations in the 2014 Best Nonprofits To Work For seem to understand that inclination. What makes an organization a Best Nonprofit To Work For? If you subscribe to the idea of Seven Habits of Highly Effective People, then there are a number of common

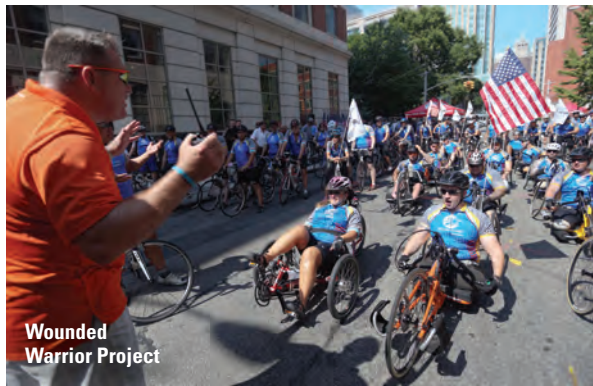
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**NPT's BEST
NONPROFITS
TO WORK FOR
★2014★**



National Older Worker Career Center, Inc.



Wounded Warrior Project



AHC Inc.



Big Brothers Big Sisters of the Midlands



Alzheimer's Association



The Ulman Cancer Fund for Young Adults

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traits among nonprofits on this year's list, regardless of their size, with the best organizations focusing efforts on:

- **Pay, Benefits and Incentives:** Some organizations benchmarked at higher-than-average percentiles for salaries while others provided generous benefits to try to offset potentially lower salaries. Some employees receive incentives and healthy bonuses for reaching goals or going above and beyond.

- **Employee Engagement and Communication:** Leaders at the best organizations often ask their staff what they want, and keep them abreast of what's going on and where the organization is heading.

- **Staff Development and Growth:** When organizations ask their employees what they're looking for, very often it's the ability to grow and learn.

The National Older Worker Career Center (NOWCC) ranked No. 1 overall on this year's list, beating out fellow Arlington, Va., nonprofit AHC, Inc., and Wounded Warrior Project (WWP). Jacksonville, Fla.-based Wounded Warrior had taken the overall crown in the Best Nonprofits study three years running.

The top three organizations overall were an equal mix of the small (15 to 49 employees), medium (50-249) and large (250 or more) categories. Among the 50 organizations in the Best Nonprofits 2014 study, 18 were categorized as small, 25 as medium and seven large.

PICKING THE WINNERS

The Best Nonprofits To Work For wasn't a simple nomination process or picking names out of a hat. The program was open to all nonprofits with 501(c)(3) status that have a facility with a minimum of 15 employees, in the United States. Organizations had until Oct. 31, 2013 to register to go through the 2014 assessment.

NPT's BEST NONPROFITS TO WORK FOR		
2014		
Top 50		
Rank	Organization Listing	U.S. Employees
1	National Older Worker Career Center, Inc.	23
2	AHC Inc	61
3	Wounded Warrior Project	420
4	Big Brothers Big Sisters of the Midlands	23
5	Partnership for Public Service	64
6	PRS, Incorporated	73
7	Alzheimer's Association	475
8	DonorsChoose.org	63
9	The Ulman Cancer Fund for Young Adults	17
10	Young Community Developers, Inc	22
11	PENCIL Foundation	22
12	National Institute of Aerospace	85
13	Make-A-Wish Illinois	41
14	Pathway Homes, Inc.	95
15	Children's Law Center	88
16	American Heart Association	2,857
17	Arts Midwest	22
18	DoSomething.org	45
19	The National Society of Collegiate Scholars	33
20	Community Technology Alliance	19
21	Emmaus Community of Pittsburgh	58
22	The Mission Continues	31
23	Kessler Foundation	102
24	Brighton Center	91
25	SightLife	107
26	Harlem RBI	83
27	Military Officers Association of America	91
28	NeedyMeds Inc.	15
29	Caring Voice Coalition, Inc	44
30	Soles4Souls	37
31	Human Rights Campaign	162
32	Year Up	353
33	Pearl S. Buck International Inc.	16
34	Career Path Services	93
35	Public Health Institute	646
36	Emerge! Center Against Domestic Abuse	84
37	Navy-Marine Corps Relief Society	221
38	National Board for Certification in Occupational Therapy	29
39	NOLS	183
40	Summer Search	113
41	Space Foundation	44
42	Great Lakes Capital Fund	52
43	Better Business Bureau serving Central, Coastal, Southwest Texas and the Permian Basin	65
44	ZERO - The End of Prostate Cancer	17
45	Catholic Charities of Dallas	133
46	Palm Beach Habilitation Center, Inc.	92
47	Community Food Bank of Southern Arizona	118
48	American Diabetes Association	835
49	iMentor	98
50	The Children's Home of Cincinnati	266

The assessment process was managed for *The NonProfit Times* by Best Companies Group (BCG) in Harrisburg, Pa., an independent workplace research firm specializing in identifying and recognizing great places to work throughout the United States, Canada and the United Kingdom.

The BCG Employer Questionnaire (EQ) is an 81-question gauntlet used to collect information about benefits, policies, practices and other information. It comprised 25 percent of an organization's overall evaluation. The other 75 percent of the evaluation was derived from a confidential 76-question Employee Engagement & Satisfaction Survey (EESS), which was used to evaluate the workplace experience and organizational culture. More than 10,000 employees working for the nominated organizations were surveyed.

Leaders at organizations that topped the list of Best Places to Work appear to share some common approaches, such as empowering employees and encouraging them to find their own creative solutions.

The operational strategy at NOWCC revolves around cooperation. As a \$24-million operation with 600 constituents and a staff of 24, the No.1 Best Nonprofit To Work For has to be nimble. "That's a lot of work for 24 people to manage," Chief Financial Officer German "Cito" Vanegas.

NOWCC had struggled with internal communication, Vanegas said. When Gregory Merrill joined in 2006 as the new chief executive officer, he listened to employees' needs and concerns. "Communication was one of them. We started using teams from different departments to tackle challenges," Vanegas said.

At The Partnership for Public Service in Washington, D.C., CEO Max Stier said there's a work environment that encour-

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In their own words ... hear from executives at the best nonprofits about their workplace strategies. Go to <http://bit.ly/1dtdyBS>