



Salt River Materials Group

Aggregates • Pozzolans • Phoenix Cement™

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**SALT RIVER MATERIALS GROUP/PHOENIX CEMENT AND SALT  
RIVER SAND & ROCK RECOGNIZED FOR WORKPLACE  
FLEXIBILITY AND EFFECTIVENESS**

*Salt River Materials Group, commercial marketer of Salt River Sand & Rock and Phoenix Cement Company products awarded the prestigious Alfred P. Sloan Award in event hosted by Chandler Chamber of Commerce, Arizona's Host Chamber for the Sloan Awards.*

**Scottsdale, Arizona – At the Chandler 100 Breakfast on June 19, 2008,** Salt River Materials Group was named a winner of the 2008 Alfred P. Sloan Award for Business Excellence in Workplace Flexibility today, distinguishing the employer as a leading practitioner of workplace flexibility in Arizona and across the nation.

The Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility are awarded as 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. Through *When Work Works*, these partner organizations provide research, resources, and recognition to employers nationwide, and share the results of research on creating effective and flexible workplaces that meet the needs of the 21<sup>st</sup> century.

The Sloan Awards recognize organizations that are dedicated to making work “work” for both the employer and the employees. Representing employers of all sizes and all types, winners of this prestigious award not only offer excellent workplace flexibility practices, but they also use flexibility as a strategic business tool to enhance organizational effectiveness while also benefiting employees.

“It was easy for us to see the benefits of flexible work policies because of our company culture,” states Roger Smith, President and CEO of Salt River Materials Group, marketer of Phoenix Cement and Salt River Sand & Rock products. “We believe a work/life balance is important for our employees to be productive, and we can help our employees find that balance through flexibility. We also expect our employees to do what it takes to get the work done, so we provide them the tools to be productive within that flexible culture. An example of this is our company-wide web-based informational site that allows our employees to access most HR-related information 24/7 from any computer when they need it. The value of options like this is evidenced by an attrition rate that’s nearly half the BLS benchmark for our industry and the superior financial performance ratings our companies continue to receive in objective industry benchmarking. The bottom line is, respecting employees’ different needs is not only the right thing to do...it’s good for business.”

“Employers must develop new recruitment and retention policies. Unprecedented conditions -- a multi-generational workforce, a shrinking labor pool and an increasing demand for skilled workers -- dictate that they do so,” said Greg Roth, Senior Manager of Workforce Education Programs for the U.S. Chamber of Commerce’s Institute for a Competitive Workforce.

Applications for the Alfred P. Sloan Awards were open to all organizations in Arizona with more than 10 employees that had been in business for at least one year. Applicants 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 corroborating the employer responses through a survey of employees.

“Sloan Award winners have put into practice their bold ideas about how to make work work in the 21<sup>st</sup> century, and they have shown how they can support the needs of their employees while also making their organizations more effective and successful,” said Ellen Galinsky, president of Families and Work Institute. Each of the 2008 Sloan Award winners will also be recognized nationally, including a full-page congratulatory ad in *USA Today*, and will be featured in the next issue of the *Guide to Bold New Ideas for Making Work Work*, published by Families and Work Institute.

Arizona (statewide) is one of 30 select communities nationwide chosen to host and participate in the *When Work Works* initiative. Other communities participating are: Atlanta, GA; Aurora, CO; Birmingham, AL; Boise, ID; Brockton, MA; Charleston, SC; Chicago, IL; Dallas, TX; Dayton, OH; Durham, NC; Houston, TX; Lexington, KY; Long Beach, CA; Long Island, NY; Louisville, KY; Melbourne-Palm Bay, FL; Michigan (statewide) Milwaukee, WI; Morris County, NJ; Providence, RI; Richmond, VA; Salt Lake City, UT; San Francisco, CA; Savannah, GA; Seattle, WA; Spokane, WA;; Washington, DC; and Winona, MN.

For more information about *When Work Works* or the Alfred P. Sloan Awards, please contact Shanny Peer at (212) 465-2044 x 224 or at [speer@familiesandwork.org](mailto:speer@familiesandwork.org).

In 2003, the marketing activities of Phoenix Cement Company and Salt River Sand and Rock were integrated under the Salt River Materials Group (SRMG) commercial trade name to better capitalize on the synergies of related products for the concrete products industry. Headquartered at the Salt River Pima-Maricopa Indian Community's (SRP-MIC) Chaparral Business Park near Scottsdale, AZ, SRMG is currently a leading supplier of portland and masonry cements, fly ash and other pozzolans, both normal and light weight aggregates, and natural gypsum products throughout Arizona and the Southwestern United States.



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## **ABOUT WHEN WORK WORKS**

*When Work Works* is a nationwide initiative to highlight the importance of workforce effectiveness and workplace flexibility as strategies to enhance businesses' competitive advantage in the global economy and yield positive business results. *When Work Works* is a project of Families and Work Institute in partnership with the Institute for a Competitive Workforce, an affiliate of the U.S. Chamber of Commerce, and the Twiga Foundation, with funding provided by the Alfred P. Sloan Foundation. For more information, visit [www.whenworkworks.org](http://www.whenworkworks.org).

## **ABOUT FAMILIES AND WORK INSTITUTE**

Families and Work Institute (FWI) is a nonprofit center for research that conducts extensive research on the changing workforce, changing family and changing community. Founded in 1989, FWI's research typically takes on emerging issues before they crest. The Institute offers some of the most comprehensive research on the U.S. workforce available. For more information, visit [www.familiesandwork.org](http://www.familiesandwork.org).

## **ABOUT THE INSTITUTE FOR A COMPETITIVE WORKFORCE**

The Institute for a Competitive Workforce (ICW) is a 501(c)3 affiliate of the U.S. Chamber of Commerce. ICW promotes high educational standards and effective workforce training systems, so that they are aligned with each other and with today's rigorous business demands. Through policy initiatives, business outreach, and a strong grassroots network, ICW is finding solutions that will preserve the American workforce as this country's greatest business asset and its strongest future resource. For more information, visit [www.uschamber.com/icw](http://www.uschamber.com/icw).

## **ABOUT THE TWIGA FOUNDATION**

The Twiga Foundation is dedicated to inspiring, promoting and maintaining a family consciousness at home, in the workplace and in the community. The Twiga Foundation acts as a liaison to key stakeholders in the *When Work Works* communities to address the issue of flexibility in the workplace. The Foundation helps build a broader leadership constituency for workplace flexibility within each community. For more information, visit [www.twigafoundation.org](http://www.twigafoundation.org).

