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leading accounting, tax, and advisory firms in the U.S., have been honored with the 2014 When Work Works Award for their use of effective workplace strategies to increase business and employee success.

**Isaac M. O'Bannon** • Sep. 03, 2014

The Baltimore, Bethesda and Chicago offices of [CohnReznick](#) LLP, one of the leading accounting, tax, and advisory firms in the U.S., have been honored with the 2014 *When Work Works* Award for their use of effective workplace strategies to increase business and employee success.

This prestigious award, part of the national *When Work Works* project administered by the Families and Work Institute (FWI) and the Society for Human Resource Management (SHRM), recognizes employers of all sizes and types in Maryland, Illinois, and across the country.

“We are thrilled to receive this recognition for our workplace practices,” said Carolyn D’Anna, Partner and Co-Chief Human Resources Officer at CohnReznick. “It is a true testament to our employees and our worksites that we are able to adopt these practices and create a more flexible environment.”

The award is the result of a rigorous assessment. Worksites must first qualify in the top 20% of the country based on a nationally representative sample of employers. Two-thirds of the evaluation of applicants comes from an employee survey. Applicants are evaluated on six research-based ingredients for an effective workplace: 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. All are factors associated with employee health, well-being, and engagement.

“These employers are making work *work* in innovative and inspiring ways and set an

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