

Nomination: 5870

DriveTime Automotive Group

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

DriveTime Automotive Group

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

DriveTime Automotive Group

Category

A01 - A31 Employer of the Year > A27 - Employer of the Year - Retail

Employer of the Year Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

With 149 dealerships, 5 operations centers and 15 reconditioning centers across the nation, our employees are focused on getting the right customer in the right car at the right terms.

Starting with selection at auction, DriveTime sources over 200 different vehicle makes and models. Each vehicle is then sent to the reconditioning centers for inspection before being delivered to the dealership.

We don't stop there – we also finance our customers' loans as well as provide in-house ancillary products to protect their investment. We're redefining what it means to buy and finance a used car.

In 2021, we are proud to have sold over 100k cars, had over 24 million website visitors, reached 1.3 million active contracts, added over 800 employees and much more!

b. Outline the organization's employee-relations achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

Each year, we add to our already robust total rewards program to maximize the wellbeing of our staff. In 2021, we were excited to have added weekly virtual stretch breaks, a subsidized gym membership, onsite yoga classes, company-wide wellness challenges, onsite dental visits, and biometric testing. We have also maintained our weekly wellness content from our onsite wellness coordinator while continuing to offer an unmatched benefits program which includes free behavioral health, virtual doctor visits, retirement program with 6% match, and more!

We also put a large importance on recognizing our employees for their performance and tenure with us, which is why we offer several recognition programs targeting different areas of our business and one that captures the tenure of all of our employees, Mark Your Mile.

We continue to keep our employees informed and engaged through a multitude of platforms, including frequent company update videos featuring our senior and executive leaders, weekly newsletters, monthly business update videos, launching weekly engagement campaigns through our internal and external social media platforms and more. We also keep them engaged through virtual and in-person employee mixer events once a quarter!

In addition, we welcome and embrace diversity and promote inclusion across the organization. We continue to lean in to our organization-wide diversity campaign called "We Stand Together" that promotes diversity and unity for all. In addition, we never miss an opportunity to celebrate and highlight various cultures and inclusive observances, such as Juneteenth, Hispanic Heritage Month, Yom Kippur, Black History Month etc.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

We are proud to say that in 2021 we brought wellness within reach as our employees returned to the office. 775 employees received a biometric screening at work last year, 264 received a flu shot onsite, and 94 even had their teeth cleaned at the office! To cap it off, we hosted six onsite meditation sessions and sponsored a company softball team.

We have worked to really expand our DE&I strategy over the past year to help offer and show our support for all the current events happening around the world. This includes Black History Month, Women's History Month, Pride Month, Juneteenth and more. We have received such fantastic feedback and interest from our employees, as they feel like they are being heard and represented.

We strive to do all we can to retain our amazing employees by making them feel valued, because they are. In addition to our department-specific recognition programs that honor peer to peer and metrics-based recognition, in 2021 we launched Mark Your Mile, a tenure-based program for all employees. Whenever an employee hits a milestone (5, 10, 15, etc) they get to shop through an online catalog and choose a gift that gets mailed to their house along with a custom license plate and plaque!

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

MYM - Card my Yard: For those celebrating 20 years+ in our "Mark Your Mile" program, they get a fun surprise in their yard that morning to show them how much we really care.

Virgin Pulse Testimonial: We always receive such positive feedback our employees regarding our wellness program and our wellbeing app, Virgin Pulse.

We work hard and play hard:

Dbacks game: We invited our employees to join us for a day at the ball game this month!

Webpage Link

<https://www.linkedin.com/company/drivetime> (<https://www.linkedin.com/company/drivetime>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://jobs.drivetime.com/> (<https://jobs.drivetime.com/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.drivetime.com/> (<https://www.drivetime.com/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://youtu.be/3pzGP0t7n8A> (<https://youtu.be/3pzGP0t7n8A>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://youtu.be/oG61Nry1ObU> (<https://youtu.be/oG61Nry1ObU>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://youtu.be/hVpGjwblSKg> (<https://youtu.be/hVpGjwblSKg>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://youtu.be/OqNy5CyQE0> (<https://youtu.be/OqNy5CyQE0>)

Would you like to add an additional webpage link?

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/14876/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNDg3NiwiYXsb3dOb3RtaWduZWRVcmwiOiJGYWxzZSIsImInbm9oI4Q0WEBqwl3Q24?Voice%20survey.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/14877/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNDg3NywiYXsb3dOb3RtaWduZWRVcmwiOiJGYWxzZSIsImInbm9Ukraine%20comms.png>)

Would you like to add an additional supporting document?

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Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/14878/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNDg3OCwiYWxsbn3dOb3RTaWduZWRRVcmwiOiJGYWxzZSI9Imlnbm9gStEhyTubgzlc2-8OZ4mNR4V2tFLN6n--qptbp3Oiy?black%20history%20month%20comms.png>)

Would you like to add an additional supporting document?

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Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/14879/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNDg3OSwiYWxsbn3dOb3RTaWduZWRRVcmwiOiJGYWxzZSI9Imlnbm9Build%20a%20bike.png>)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/14880/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNDg4MCwiYWxsbn3dOb3RTaWduZWRRVcmwiOiJGYWxzZSI9Imlnbm9Pride.png>)

Would you like to add an additional supporting document?

Yes

Supporting Document 6

Download File (<https://stevies-sage.secure-platform.com/file/14881/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNDg4MSwiYWxsbn3dOb3RTaWduZWRRVcmwiOiJGYWxzZSI9Imlnbm9BlfhpRctd4?Sock%20Drive.png>)

Would you like to add an additional supporting document?

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Supporting Document 7

Download File (<https://stevies-sage.secure-platform.com/file/14882/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNDg4MiwIYWxsbn3dOb3RTaWduZWRRVcmwiOiJGYWxzZSI9Imlnbm9yOnsite%20yoga%20class.jpg>)

Would you like to add an additional supporting document?

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Supporting Document 8

Download File (<https://stevies-sage.secure-platform.com/file/14883/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNDg4MywiYWxsbn3dOb3RTaWduZWRRVcmwiOiJGYWxzZSI9Imlnbm9cjoe33SjdUxLe336BWhU-3mwKSnG0EQ?meditation%20bus.jpg>)

Would you like to add an additional supporting document?

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