

Nomination: 7335

DriveTime

**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

**Additional Contacts**

I would also like to have others receive emails about the disposition of our entries.

**Page: Entry Information**

**Entry Title**

DriveTime

**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 169 dealerships, 4 operations centers and 16 reconditioning centers across the nation, our employees focus on getting the right customer in the right car at the right terms. In 2022, we added 21 new dealerships, expanding outreach by more than 7.5 million new potential customers.

Starting with at auction, buyers use DriveTime's own Buyonic software to purchase top-quality vehicles to minimize expensive repairs and prolong vehicle lifetime. After auction, vehicles are sent to our reconditioning centers for inspection to meet DriveTime's high quality standards. Then, each is delivered to a dealership where it is matched with the right customer profile.

We don't stop there – we also finance our customers' loans and provide in-house ancillary products to protect their investment. We're redefining what it means to buy and finance a used car. With our online platforms, customers can search vehicles, secure their terms, and walk in and out of a dealership in record time with no hit to their credit.

In 2022, we proudly sold over 107,000 cars, and in 2023, we aim to increase sales to 111,000.

In 2022, we also had over 32 million website visitors and we currently have over 1 million active contracts.

**b. Outline the organization's employee-relations achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required**

We proudly present weekly virtual stretch breaks, a subsidized gym membership, onsite yoga classes, dental visits, and biometric testing. Our unmatched benefits program includes free behavioral health, virtual doctor visits, a retirement program with 6% match, and more!

We developed Carpool Connections, an opportunity for employees to meet and develop stronger relationships and networking opportunities. As a company, we also emphasize our internal social networking platform, where employees with special interests can connect in smaller groups (dogs of DT, Parents, etc.)

We place a great emphasis on recognizing our employees for their performance and tenure, which is why we offer several recognition programs, including Mark Your Mile, which celebrates the tenure of each employee. Starting at just one year, employees receive gifts and recognition with each major anniversary.

We continue to keep our employees informed and engaged through frequent update videos featuring our senior and executive leaders, weekly newsletters, quarterly townhalls, and more. In 2022, we proudly developed our company blog, The Driveway, to put stories and faces behind the names within our organization.

At DriveTime, we welcome and embrace diversity and promote inclusion. We continually develop our organization-wide diversity campaign, "We Stand Together", to demonstrate our commitment. We never miss an opportunity to celebrate various cultures and inclusive observances, such as Juneteenth, Yom Kippur, AAPI Month, etc.

Our community outreach strategy, Give for Good, is centered around our employees, providing them with monthly volunteer opportunities, in-person and virtual, so they can get their hands dirty helping the community.

**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**

With on-site biometrics screenings, flu shots, dental visits and guided meditations, we aim to make wellness accessible for all. In 2022, we added on-site mammograms, therapists, and our new professional development program, Build Up. This program enhances personal and professional skills placing an emphasis on DE&I and workplace culture.

Our DE&I strategy includes support for current events worldwide, including Black History Month, AAPI Month, Pride Month, and more. In 2022, we invited monthly speakers to educate employees on the social and historical themes of the month, including Mental Health, Women's History Month, etc. We also launched our company blog, The Driveway, to draw personal connections between our employees and these observances, through stories containing voices from our senior leadership to our new employees.

We emphasize employee retention and honoring the incredible value each of our employees contributes. Through our Mark Your Mile program, whenever an employee hits a milestone (5, 10, 15, etc.), they can choose a gift and receive a custom license plate! Those celebrating 20 years or more get a fun surprise in their yard to demonstrate our gratitude.

In 2022, we also launched two employee recognition programs to celebrate employees based on department KPIs, learning achievements, and peer nominations. This has fostered a greater culture of celebrating wins big and small.

Through Give for Good, we have proudly donated over \$1,000,000 to our charity partners YTD through numerous volunteer events, including packing food for starving children, building bikes for kids, and more.

**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**

**Webpage Link**

<https://medium.com/thedriveday/breaking-barriers-and-embracing-diversity-1c69e54c2c21> (<https://medium.com/thedriveday/breaking-barriers-and-embracing-diversity-1c69e54c2c21>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://youtu.be/8qUbDySGZKY> (<https://youtu.be/8qUbDySGZKY>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 3**

<https://www.youtube.com/watch?v=qqossieka9o&feature=youtu.be> (<https://www.youtube.com/watch?v=qqossieka9o&feature=youtu.be>)

**Would you like to add an additional webpage link?**

Yes

**Web Page Link 4**

<https://youtu.be/0i3n6M8ZiTU> (<https://youtu.be/0i3n6M8ZiTU>)

**Would you like to add an additional webpage link?**

Yes

**Web Page Link 5**

<https://youtu.be/bb1gM13kBVQ> (<https://youtu.be/bb1gM13kBVQ>)

**Would you like to add an additional webpage link?**

**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/18025/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxODAyNSwiYWxsYXNja3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm91V9A6233.jpg>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 2**

Download File (<https://stevies-sage.secure-platform.com/file/18027/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxODAyNywiYWxsYXNja3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9Meditation%20Bus.jpg>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 3**

Download File (<https://stevies-sage.secure-platform.com/file/18028/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODAyOCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9FTTtw1zx0-OpH5w6rUbk2tcE1X3LApqRhVAIOYi8?Bring%20Your%20Kid%20to%20Work.jpg>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 4**

Download File (<https://stevies-sage.secure-platform.com/file/18029/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODAyOSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9Oizyl83sPLNw50X21Nr-M-e4?Fall%20Festival%202022.jpg>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 5**

Download File (<https://stevies-sage.secure-platform.com/file/18030/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODAzMCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9Breast%20Cancer%20Give%20for%20Good.jpg>)

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 6**

Download File (<https://stevies-sage.secure-platform.com/file/18033/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxODAzMywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9zblwX040ncnw5AqGEQE?Nika%20Graham.jpg>)

**Would you like to add an additional supporting document?**

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