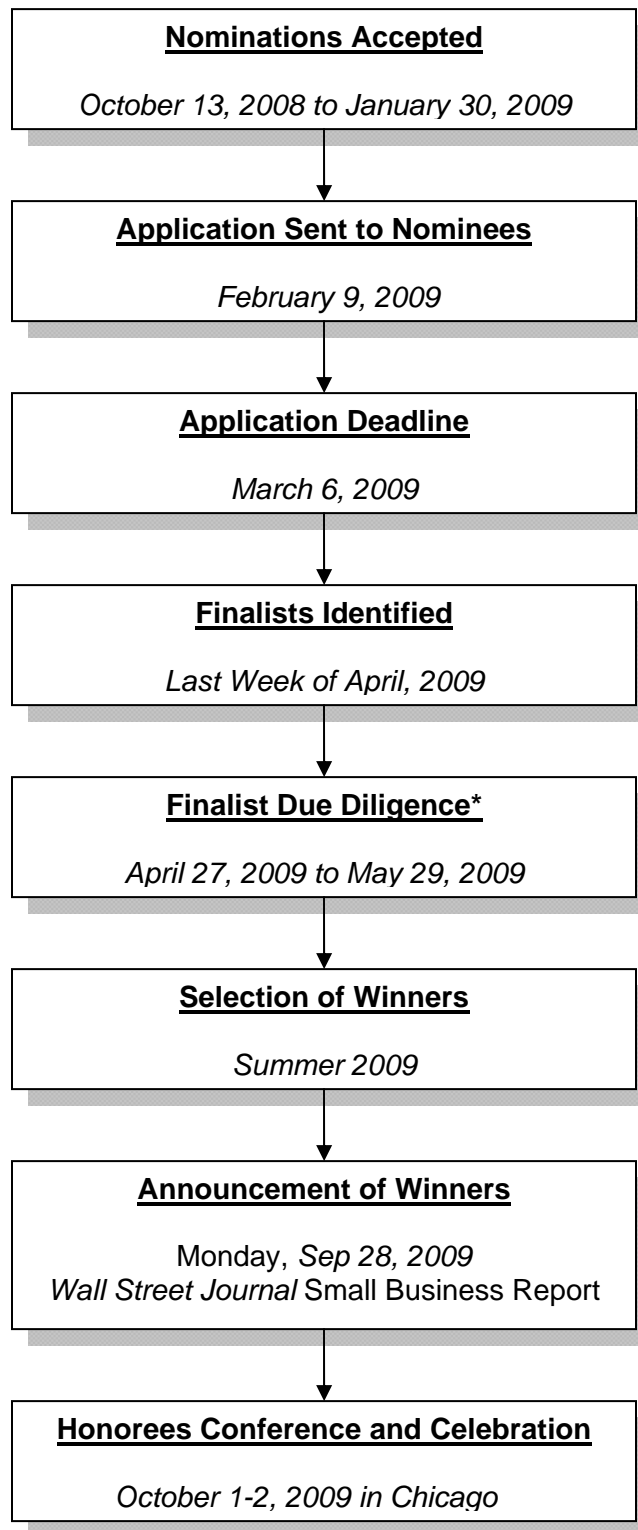


## Top Small Workplaces 2009 Award Process Timeline



\* During this phase, TSW staff conducts a few phone interviews with finalist companies' advisors, accountant, attorney, customers, and a random sample of employees.