

HOW THE BEST WAS WON



A roundup of the best Washington companies and what makes them great places to work

Is it the salaries? The benefits? Or simply that you feel like more than just another cog in the machine?

Whatever it is, it's hard to pin down, and many factors can make a company a great place to work. At Astronics AES, a Redmond manufacturer of aerospace electronics, it's good medical benefits and a relaxed work environment. Employees at Tacoma-based design firm BCRA raved about a well-rounded company with a great corporate culture. And at Allyis, a Kirkland technology-staffing company, one employee cited the "dynamite benefits package" and an entire department dedicated to employees' well-being.

It's when most of the employees can cite similar positive experiences that a company gets elevated to the status of a Best Company to Work For. These are the companies that

rise to the top of the pile, for taking extra steps to ensure that their employees feel valued and are making a positive contribution to the workplace and the company.

To compile this year's list of the 100 Best Companies to Work For, *Washington CEO Magazine* anonymously surveyed approximately 20,000 employees at 308 companies on such criteria as effective communication, training, responsibility and decision-making, performance standards, rewards and recognition, benefits, leadership, work environment, hiring and retention, and corporate culture. The data were compiled by market research firm Ipsos, and a distinguished panel of nine judges reviewed the data and comments from the employees.

The judges were the final arbiters of the top scorers, assigning additional points at their discretion as a reflection of how well they believed the companies were doing by their employees. The judges were looking for a number of factors, although one thing propelled some of the high scorers into the top ranks – when a company's employees and management provided a similar assessment of the workplace independent of each other. That kind of accord is what being a Best Company to Work For is all about.

THE JUDGES

Washington CEO Magazine brought together nine distinguished judges to review nominees to the Best Companies to Work For competition. Each brings a level of expertise in the field. They were divided into three groups, each given one or two categories of nominees to review.

LARGE COMPANIES/NONPROFIT AND GOVERNMENTAL ORGANIZATIONS

Al Lopus is president of the Best Workplaces Institute and the Best Christian Workplaces Institute.
Tamera Wachter is regional vice president of Robert Half International.
Scott Ofstead is vice president of human resources for Kibble & Prentice.

MEDIUM-SIZE COMPANIES

Christina Hemmen is the human resources location leader for Deloitte.
Isabella McPeak is a consultant with Action Coach.
Phil Newbold is director of consulting for RSM McGladrey.

SMALL COMPANIES

Lee Smith is president of CoachWorks International Inc.
Sally Wineman is corporate counsel for Gallagher Benefit Services Inc.
Paula Macias is organizational development manager at Sabey Corp.

WASHINGTON'S 100 ★ BEST COMPANIES TO WORK FOR 2008

MEDIUM COMPANIES

RANK	COMPANY / HEADQUARTERS / WEBSITE	TOTAL SCORE	LOCAL ADDRESS	PHONE	DESCRIPTION	WASH. EMPLOY.	TOP WASH. EXECUTIVE / TITLE (PARENT COMPANY)
10	Propel Insurance Tacoma propelinsurance.com	86	1201 Pacific Ave., Suite 1000, Tacoma, WA 98042	800.499.0933	Insurance broker	193	Kurt C. Carlson CEO, president
10	Daptiv Seattle / daptiv.com	86	1008 Western Ave., Suite 500, Seattle, WA 98104	206.341.9117	Online business collaboration software	150	Jeff Pancottine CEO, president
10	M. A. Mortenson Co. Bellevue / mortenson.com	86	14719 N.E. 29th Place, Bellevue, WA 98007	425.895.9000	Design and construction company	165	Tom Gunkel CEO, president
10	Zango Bellevue / zango.com	86	3600 136th Place S.E., Bellevue, WA 98006	425.279.1200	Online advertising- supported media	105	Keith Smith CEO
16	BD&A (Bensussen Deutsch & Assoc. Inc.) Woodinville / bdainc.com	84	15525 Woodinville-Redmond Road N.E., Woodinville, WA 98072	425.492.6111	Promotional merchandise and consumer products agency	317	Jacob Deutsch CEO
16	Baker Boyer National Bank / Walla Walla bakerboyer.com	84	7 W. Main St., Walla Walla, WA 99362	509.525.2000	Regional bank	180	Megan F. Clubb CEO, president (Baker Boyer Bancorp)
16	M. Campbell & Co. Pasco / calcampbell.com	84	2828 W. Irving St., Pasco, WA 99301	509.545.9848	HVAC, refrigeration and construction services	131	Michael G. Campbell President
16	Microscan Systems Surrey, U.K. / microscan.com	84	1201 S.W. Seventh St., Renton, WA 98057	425.226.5700	Electronic equipment manufacturing	121	Jeffrey Timms / President (Spectris Plc)
16	Riverview Community Bank / Vancouver riverviewbank.com	84	900 Washington St., Suite 900, Vancouver, WA 98660	888.834.6561	Regional bank	233	Patrick Sheaffer CEO, chairman (Riverview Bancorp Inc.)
16	Varolli Corp. Seattle / varolli.com	84	821 Second Ave., Suite 1000, Seattle, WA 98104	206.902.3900	Interactive business communi- cations software and services	190	Nicholas Tiliacos CEO, president
22	Columbia Hospitality / Salish Lodge Spa / Seattle columbiahospitality.com	82	2223 Alaskan Way, Suite 200, Seattle, WA 98121	206.239.1800	Hospitality management and consulting	408	John Oppenheimer CEO, president
22	Haney Truck Line LLC Yakima / gohaney.com	82	3710 Gun Club Road, Yakima, WA 98901	800.458.3149	Transportation and trucking	350	Mike Richardson / CEO, president (Haney Trans- portation and Logistics LLC)
22	Intelius Bellevue / inteli.us.com	82	500 108th Ave. N.E., Bellevue, WA 98004	425.974.6100	Background search and directory services	136	Naveen Jain CEO, president
22	Parametric Seattle parametricportfolio.com	82	1151 Fairview Ave. N., Seattle, WA 98109	206.694.5575	Structured portfolio management services	105	Brian Langstraat CEO (Eaton Vance Corp.)
22	Two Degrees Seattle / twodegrees.com	82	821 Second Ave., Suite 1900, Seattle, WA 98104	206.441.5600	Accounting and financial services consulting	120	Brad Jackson CEO

SMALL COMPANIES

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1	Approach Management Services / Seattle approachrms.com	148	130 Nickerson St., Suite 305, Seattle, WA 98109	206.626.0846	Risk management services for workers' compensation	30	Michael Sotelo President
2	Xtreme Consulting Group Inc. / Redmond xtremeconsulting.com	141	4014 148th Ave N.E., Redmond, WA 98052	425.861.9460	Business and IT consulting and staffing services	79	Greg Rankich President
3	Jackson Dean Construction Seattle / jacksondean.com	140	3414 S. 116th St., Seattle, WA 98168	206.832.2900	General contractor	71	Miles Jackson CEO, president
4	Stay In-Home Reverse Mortgage Inc. / Bellevue stayinhome.com	139	1000 124th Ave. N.E., Suite 200, Bellevue, WA 98005	800.963.8011	Mortgage broker	56	Martin Taylor CEO, owner
5	The Blueline Group Kirkland / thebluelinegroup.com	138	25 Central Way, Suite 400, Kirkland, WA 98033	425.216.4051	Civil engineering and land use planning	24	Brian Darrow President