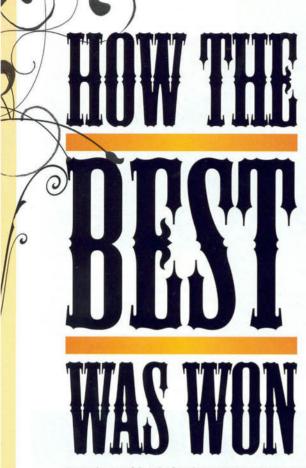
Date: July 2008

Publishing: Washington CEO







# 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.

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### WASHINGTON'S **100 ★ BEST** COMPANIES TO WORK FOR 2008 **MEDIUM** COMPANIES COMPANY / HEADQUARTERS / WEBSITE 1201 Pacific Ave., Suite 1000, Tacoma, WA 98042 **Propel Insurance** 800.499.0933 Kurt C. Carlson 1008 Western Ave., Suite 500, Seattle, WA 98104 Daptiv 206.341.9117 Online business Jeff Pancottine collaboration software CEO, president M. A. Mortenson Co. 14719 N.E. 29th Place, Bellevue, WA 98007 425.895.9000 Design and construction Tom Gunkel CEO, president Zango 3600 136th Place S.E., 425.279.1200 Keith Smith Bellevue, WA 98006 supported media 15525 Woodinville-Redmond BD&A (Bensussen 425.492.6111 Promotional merchandise Jacob Deutsch Deutsch & Assoc. Inc.) Road N.E., Woodinville, WA 98072 and consumer products agency 7 W. Main St., Walla Walla, WA 99362 Baker Boyer National 509.525.2000 Regional bank Megan F. Clubb Bank / Walla Walla CEO, president (Baker Boyer Bancorp) M. Campbell & Co. 2828 W. Irving St. Pasco, WA 99301 509.545.9848 HVAC, refrigeration and Michael G. Campbell construction services President 1201 S.W. Seve Microscan Systems Jeffrey Timms / President (Spectris Plc) 425,226,5700 Renton, WA 98057 manufacturing 900 Washington St., Suite 900, Vancouver, WA 98660 Riverview Community Bank / Vancouver 888.834.6561 Regional bank Patrick Sheaffer (Riverview Bancorp Inc.) Varolii Corp. 821 Second Ave., Suite 1000. 206.902.3900 Interactive business communi-Nicholas Tiliacos Seattle, WA 98104 cations software and services Columbia Hospitality / 2223 Alaskan Way, Suite 200, Seattle, WA 98121 206.239.1800 Hospitality manage and consulting John Oppenheimer Salish Lodge Spa / Seattle CEO, president Haney Truck Line LLC 3710 Gun Club Road, 800.458.3149 Transportation and trucking Mike Richardson / Yakima, WA 98901 portation and Logistics LLC) 500 108th Ave. N.E., 425.974.6100 Background search and Naveen Jain Bellevue, WA 98004 directory services CEO, president 1151 Fairview Ave. N., **Parametric** 206.694.5575 Structured portfolio Brian Langstraat CEO Seattle, WA 98109 (Eaton Vance Corp.) Two Degrees 821 Second Ave., Suite 1900, Seattle, WA 98104 206.441.5600 Accounting and financial Brad Jackson CEO **SMALL** COMPANIES WASH. EMPLOY TOP WASH. EXECUTIVE / TITLE (PARENT COMPANY) DESCRIPTION 0 148 130 Nickerson St., Suite 305, Seattle, WA 98109 Approach Management 206.626.0846 Risk management services Michael Sotelo ervices / Seattle for workers' compensation President Business and IT consulting **Xtreme Consulting** 4014 148th Ave N F 425.861.9460 Greg Rankich Redmond, WA 98052 Group Inc. / Redmond and staffing services President **Jackson Dean Construction** 140 3414 S. 116th St. 206.832.2900 General contractor Seattle, WA 98168 139 1000 124th Ave. N.E., Martin Taylor Stay In-Home Reverse 800.963.8011 Mortgage broker Mortgage Inc. / Bellevue Suite 200, Bellevue, WA 98005 The Blueline Group 25 Central Way, Suite 400, 425.216.4051 Civil engineering and land Brian Darrow Kirkland / theb Kirkland, WA 98033 use planning President 38 WashingtonCEO 7.08

