

BEST PLACES TO WORK

THE FOLLOWING 54 COMPANIES—DIVIDED INTO SMALL, MEDIUM, LARGE AND NONPROFIT CATEGORIES—OFFER THE MOST DESIRABLE PERKS AND BENEFITS THAT CAN BE FOUND IN THE PUGET SOUND AREA AND BEYOND.

* Benefits are listed for full-time employees with one year of employment.
** Based on performance and responsibilities.

SMALL COMPANIES (1-99 EMPLOYEES)	INDUSTRY	NUMBER OF EMPLOYEES	RETIREMENT	% HEALTH PREMIUM PAID BY COMPANY*	DOMESTIC PARTNERS COVERED	ADDITIONAL WELLNESS PROGRAMS	PAID DAYS OFF AT ONE-YEAR	COOL PERKS
ABD Insurance Seattle (HQ Redwood, Calif.) cybersure.com	Insurance, financial services	55	401(k)	80% employee 80% spouse 80% children	Yes	Ergonomic workplace, alternative medical, flexible spending accounts	20	Tuition reimbursement, flexible scheduling, regularly stocked wine cooler
All Star Directories Seattle allstardirectories.com	Online school directory	75	401(k), stock ownership	100% employee 75% spouse 75% children	Yes	\$100 a month for lifestyle benefit, stress-reduction, alternative medical	25	Waterfront location, profit sharing, tuition reimbursement
Attenex Corp. Seattle attenex.com	Business software	88	401(k)	100% employee	Yes	Health hotlines, health club discounts, infertility treatment benefits	34	Brown bag training, personal use of company equipment, "no jerks" hiring policy
Bader Martin PS Seattle badermartin.com	Accounting	69	401(k)	97% employee	Yes	On-site massages, free CPR and AED training, health club discounts	20	Free tax assistance, concierge service, compressed summer workweek, with Fridays off
Cairncross & Hempelmann PS Seattle cairncross.com	Law	83	401(k), profit sharing	100% employee	Yes	Alternative medical, ergonomic workplace, elder care support group	30	Paid sabbatical, maternity, paternity and adoption leave; on-site dry cleaning; on-site art collection; comp time
Carney Badley Spellman Seattle carneylaw.com	Law	90	401(k), profit sharing	100% employee 50% spouse 50% children	Yes	Health fair, rest area/lactation room, health hotlines	31	Firm retreats include families, child-care reimbursement during trial prep, compressed work week
Chef'n Corp. Seattle chefn.com	Mfg. (kitchen products)	23	401(k)	95% employee 20% spouse 20% children	Yes	\$300 for work/life balance, smoking cessation program, health club discounts	25	Stocked kitchen, holiday named after employees after five years, support for fund-raising and charity work
Clothier and Head PS Seattle clothierandhead.com	Accounting	60	401(k)	100% employee 50% spouse 50% children	Yes	Sponsored athletics, flexible spending accounts, health club discounts	29	Free snacks and lunches, telecommuting, mass-transit reimbursement, jeans on Friday and during April
Compendium Seattle live-inspired.com	Gifts and accessories	18	401(k), profit sharing	100% employee 100% spouse 100% children	Yes	On-site massages, bicycles available for employee use, flexible spending accounts	20	Espresso bar, babies and dogs welcome, rooftop deck, office closed between Christmas and New Years' days
Entrix Seattle (HQ Houston) entrix.com	Consulting	60	401(k)	80% employee 80% spouse 80% children	Yes	Team weight loss programs, flexible spending accounts, ergonomic workplace	26	Casual dress, tuition reimbursement for graduate studies, intranet news and photos submitted by employees
Noetix Corp. Redmond noetix.com	Software	68	401(k)	100% employee 90% spouse 90% children	Yes	Sponsored athletics and activities, ergonomic workplace, alternative medical	31	Three-year lease on Porsche Boxster for \$1 million dollar deals, coffee chats with CEO, game-room tournaments
Outcome Concept Systems Seattle ocsys.com	Health care	56	401(k)	100% employee	Yes	Flexible spending accounts, alternative medical, infertility treatment benefits	21.5	Breakfasts made by owners every Friday, free financial and retirement planning, free parking
Pb Elemental Seattle elementalarchitecture.com	Architecture	52		80% employee 80% spouse 80% children	Yes	Mental health days, alternative medical, disability	Unlimited**	Onsite made-to-order breakfast chef, pool table and ping pong, birthdays off, paid maternity and paternity leave
Peterson Sullivan PLLC Seattle pscpcpa.com	Accounting	72	401(k)	100% employee	Yes	Sponsored athletics, flexible spending accounts, paid premiums for dental and vision	29	Organic fruit delivered weekly, volunteer night at FareStart, latte and smoothie cart, first Fridays parties
Philips Publishing Group Seattle rhppublishing.com	Publishing	8	401(k)	100% employee 100% spouse 100% children	Yes	Life insurance, infertility treatment benefits, chiropractic care	29	Pizza Fridays, sporting events, flexible scheduling
Pyramid Communications Seattle pyramidcommunications.com	Public relations	45	401(k), Profit sharing	100% employee 100% children	Yes	Health club discounts, free flu shots, on-site massages	30	Funky dress code, "bad movie night," staff retreats
Shoreline Bank Shoreline eshorelinebank.com	Financial services	42	401(k)	100% employee	No	Annual health assessment, smoking cessation program, mental health counseling	28	Core Value Award given by peers, free banking services, tuition reimbursement
Spectrum Controls Bellevue spectrumcontrols.com	Technology	58	401(k), profit sharing	100% employee 50% spouse 50% children	Yes	On-site fitness equipment, lockers and showers, orthodontia, alternative medical	25	Daycare flexible spending account, "I Caught You" peer recognition gift certificate, paid sabbatical
Sterling Communications Seattle (HQ Los Gatos, Calif.) sterlingpr.com	Public relations	4	401(k)	90% employee 50% spouse 50% children	Yes	Flexible spending accounts, work from home sick days, disability coverage	25	Wine and cheese Fridays, telecommuting 1-2 days a month, Beach Days
West Monroe Partners Seattle (HQ Chicago) westmonroepartners.com	Consulting	19	401(k), unit ownership program	60% employee 50% spouse 50% children	Yes	Sponsored athletics, flexible spending accounts, disability coverage	28	"4 O'Clock Rocks Fridays," technical certification reimbursement, travel bonus comp time, jeans Friday
Worktank Seattle worktankseattle.com	Advertising, Consulting	71	401(k)	100% employee	Yes	Alternative medical, ergonomic workplace	26	Paid maternity, jury and military leave; popcorn machine; flexible scheduling; Xbox and Wii game-room tournaments

MIDSIZE COMPANIES
(100-499 EMPLOYEES)

	INDUSTRY	NUMBER OF EMPLOYEES	RETIREMENT	% HEALTH PREMIUM PAID BY COMPANY*	DOMESTIC PART-TIME COVERED	ADDITIONAL WELLNESS PROGRAMS	PAID DAYS OFF AT ONE YEAR	COOL PERKS
Bonneville Seattle Seattle (HQ Salt Lake City) mynorthwest.com	News media	150	401(k), pension	93% employee 94% spouse 95% children	No	Employee fitness group, company-sponsored athletics, disability coverage	30	Merchandise discounts, sporting events tickets, 40 "make a difference" hours per year
Brooks Sports Bothell brooksrunning.com	Running shoes and apparel	195	401(k)	100% employee 50% spouse 50% children	Yes	Monthly wellness newsletter, Friday runs, \$100 a year toward healthy activity	26	Paid sabbatical, on-site cafeteria, merchandise discount
DDB Advertising Seattle (HQ New York City) ddb.com	Advertising	120	401(k), stock ownership	80% employee 30% spouse 70% children	Yes	Sponsored athletics, showers for those who bike to work, monthly wellness "Lunch and Learns"	37	Paid paternity and adoption leave, adoption assistance, on-site dry cleaning, deck with grills and picnic tables
Edelman Worldwide Seattle (HQ Chicago) edelman.com	Public relations	110	401(k)	75% employee 75% spouse 75% children	Yes	Infertility treatment benefits, smoking cessation program, health club discounts	36	Fresh fruit; paid maternity, paternity and adoption leave; pet insurance
Entellium Seattle entellium.com	Consulting	100	401(k), stock ownership	75% employee 75% spouse 75% children	Yes	Alternative medical, health seminars, on-site showers for those who bike to work	34	Home purchase assistance; trip to Malaysia awarded for upholding executive values; paid maternity, paternity and adoption leaves; paid sabbatical
Farwest Steel Corp. Renton (HQ Eugene, Ore.) farweststeel.com	Steel	175	401(k)	90% employee 90% spouse 95% children	No	Disability coverage, flexible spending accounts, prescriptions	20	Career counseling, tuition reimbursement, employee gifts, above-average wages
GVA Kidder Mathews Seattle gvakm.com	Commerical real estate	165	401(k)	100% employee	Yes	Employee assistance program, ergonomic workplace, health club discounts	32	Wellness bonuses, continuing education, annual recognition awards ceremony
Hornall Anderson Seattle hornallanderson.com	Graphic design	114	401(k)	100% employee 50% spouse 50% children	Yes	CPR training, sponsored athletics, health fair	30	On-site dry cleaning, on-site metro info center, on-site beer taps, internal Friday happy hours
KPS Health Plans Bremerton kpshealthplans.com	Health care	180	401(k), pension	100% employee 100% spouse 100% children	No	Smoking cessation program, alternative medical, discount to Weight Watchers	34	Brown bag lunches with CEO, "Starfish Award" for attitude and being playful, mass-transit reimbursement
McKinstry Co. Seattle mckinstry.com	Mechanical construction and engineering	425	401(k), profit sharing	100% employee 87% spouse 87% children	Yes	On-site fitness trainer, free on-site flu shots, massage rewards	24	Driving range on roof, common room with library, sick room, wine bar, quarterly fireside chats
msnbc.com Redmond msnbc.com	News media	171	401(k), profit sharing	100% employee 100% spouse 100% children	Yes	Ergonomic workplace, disability coverage, employee assistance program	37	Paid maternity, paternity and adoption leave; mass-transit reimbursement; "Golden Peacock" awarded for top performance
Petro Card System Seattle petrocard.com	Fuel management	175	401(k), profit sharing	90% employee 50% spouse 50% children	Yes	Alternative medical, free flu shots, ergonomic workplace	28	Discounted fuel, "Employee Bill of Rights," free beverages, "Open Book" management
SD Deacon Corp. Bellevue deacon.com	Construction	195	401(k), stock ownership	91% employee 92% spouse 91% children	No	Alternative medical, on-site massage, health club discounts, safety training	26	Dog friendly, use of company vehicles, "Job Shadow" program
Seed IP Law Group Seattle seedip.com	Law	120	401(k), profit sharing	100% employee	Yes	Supplemental life, health fairs, health club discounts	20	Maternity, paternity and adoption leave; breakfasts each payday
Slalom Consulting Seattle slalom.com	Consulting	278	401(k)	90% employee 50% spouse 50% children	Yes	Alternative medical, employee assistance programs, employee sports clubs	18	"Top Gun" awards; paid sabbatical; book, wine and cheese clubs; feature-length movie created annually about employees
Verity Credit Union Seattle veritycu.com	Financial services	109	401(k)	82% employee 57% spouse 50% children	Yes	Summer hikes, quarterly meetings with medical carrier, health coach	25	Comp time for jury duty, themed days (ugly tie, Seahawks etc), internet university program for undergrad and graduate degrees
Viking Bank Seattle vikingbank.com	Financial services	125	401(k)	100% employee	Yes	"Fair weather walks" group, health club reimbursements, weekly wellness tips	29	Discount cruise program, "Gold Star Program" employees are eligible to win a company-paid trip, tuition reimbursement
Walsh Construction Co. Seattle(HQ Portland, Ore.) walshconstructionco.com	Construction	140	401(k), profit sharing	100% employee 90% spouse 90% children	Yes	Alternative medical, flexible spending accounts, "Stretch & Flex" program at work	22-25	Mass-transit reimbursement, comp time, company-wide golf and fishing trips
Watermark Credit Union Seattle watermarkcu.org	Financial services	191	401(k), profit sharing	100% employee 25% spouse 25% children	Yes	Health hotlines, alternative medical, elder care services	35	Tuition reimbursement, legal counsel services, on-site university classes

LARGE COMPANIES (500+ EMPLOYEES)	INDUSTRY	NUMBER OF EMPLOYEES	RETIREMENT	% HEALTH PREMIUM PAID BY COMPANY*	DOMESTIC PARTNERS COVERED	ADDITIONAL WELLNESS PROGRAMS	PAID DAYS OFF AT ONE YEAR	COOL PERKS
American Seafoods Co. Seattle americanseafoods.com	Food	1,500	401(k)	100% employee 50% spouse 50% children	No	Flexible spending account, disability coverage, obesity treatment	28	Mass-transit reimbursement, Fall Fisherman's Festival, tuition reimbursement
BECU Tukwila becu.org	Financial services	960	401(k), pension	100% employee	Yes	On-site fitness room; free blood pressure, glucose and cholesterol screening	30	Lactation "mom's room," adoption assistance, all-staff monthly meetings, pet insurance
Google Seattle (HQ Mountain View, Calif.) google.com	Technology	500	401(k)	100% employee 100% spouse 100% children	Yes	Sponsored athletics, travel vaccines, cranial prosthesis, free health club membership	27	On-site culinary team, fuel efficient vehicle incentive program, game room, Habitat for Humanity House Build
The Odom Corp. Bellevue odomcorp.com	Beverage wholesale	500	401(k)	90% employee 80% spouse 80% children	No	Prenatal care program, discount to Weight Watchers, employee assistance	27	Fully stocked kitchen, mass-transit reimbursement, wine/beer tasting and education,
Polyclinic Seattle polyclinic.com	Health care	750	401(k), profit sharing	100% employee 35% spouse 35% children	Yes	On-site fitness, sponsored athletics, alternative treatments	28	On-site deli, "Bravo Bucks" awarded, CEO presents at every orientation
Valley Medical Center Renton valleymed.org	Health care	2,336	401(k), pension plans	100% employee 100% spouse 100% children	Yes	Chiropractic, disability coverage, employee-sponsored basketball team	28	All-terrain vehicle transportation in case of inclement weather, on-site ATM, childcare discounts
Washington Mutual Seattle wamu.com	Financial services	7,300	401(k), pension, cash balance plan	75% employee 75% spouse 75% children	Yes	Alternative medical, stress-reduction, retiree health care insurance	32	Leadership Center, "grab and go" food stations, internship programs, four hours paid per month for volunteering

NONPROFIT/ GOVERNMENT	INDUSTRY	NUMBER OF EMPLOYEES	RETIREMENT	% HEALTH PREMIUM PAID BY COMPANY*	DOMESTIC PARTNERS COVERED	ADDITIONAL WELLNESS PROGRAMS	PAID DAYS OFF AT ONE YEAR	COOL PERKS
Hopelink Redmond hope-link.org	Nonprofit	275	401(k)	85% employee	Yes	Alternative medical, smoking cessation program, monthly wellness programs	31	Career counseling, jeans on Friday, off-site training
King County Seattle kingcounty.gov	Government	15,000	401(k), pension	100% employee 100% spouse 100% children	Yes	On-site gym, health incentive funding, flexible spending accounts	40	Paid maternity, paternity and adoption leaves; comp time; executive leave
Overlake Christian Church Redmond occ.org	Nonprofit	82	401(k), pension plans	100% employee 100% spouse 100% children	No	On-site fitness center and showers, annual health fair, health incentive program	26	Use of company vehicles, mass-transit reimbursement, paid maternity, paternity and adoption leaves
People to People Spokane peopletopeople.com	Nonprofit	350	401(k)	70% employee 55% spouse 50% children	Yes	Free massages, fitness trainers, flexible spending accounts	12	Business casual dress, laundry services, on-site oil changes, flexible scheduling
Planned Parenthood of Western Washington Seattle plannedparenthood.org/ westernwashington	Nonprofit	381	401(k)	100% employee	Yes	Accidental death, disability coverage, dental and vision	34	Executive blog, mass-transit reimbursement, product discounts
United Way of King County Seattle uwkc.org	Nonprofit	142	401(k), pension	86% employee 76% spouse 76% children	Yes	Stress reduction, health club discounts, sponsored athletics	38	Paid adoption leave, employees receive all executive meeting minutes, career counseling
Washington Technology Industry Association Seattle wsa.org	Technology association	13	401(k)	100% employee	Yes	Employee assistance program, disability coverage, alternative medical	22	Comp time, telecommuting, flexible scheduling

* Benefits are listed for full-time employees with one year of employment.

WHAT MAKES YOUR COMPANY A BEST PLACE TO WORK?
"We're a family-friendly team that knows there's more to life than work. Our 55 employees are encouraged to bring children to work, including the three infants that have recently joined us!" — Karianna Wilson, COO, Northwest Physicians Network