



as seen in  
SEATTLE BUSINESS MONTHLY, JUNE 2008

# TIPS TO KEEP THE FAMILY BUSINESS ALIVE

# seattle BUSINESS MONTHLY

INSPIRE. INNOVATE. CREATE.



## 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 responsibility.

SMALL COMPANIES (1-99 EMPLOYEES)	INDUSTRY	NUMBER OF EMPLOYEES	RETIREMENT	401(K) PLAN	HEALTH CARE COVERAGE	ADDITIONAL BENEFITS PROGRAMS	PERKS LISTED	COMP. PERKS
<b>ABD Insurance</b> Seattle (HQ Redwood, Calif.) abd.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
<b>All Star Directories</b> Seattle allstardirectories.com	Online school directory	75	401(k), profit sharing	100% employee, 75% spouse, 75% children	Yes	\$100 a month for lifestyle benefit, stress-reduction, alternative medical	25	Waterfront location, profit sharing, tuition reimbursement
<b>Attene Corp.</b> Seattle attene.com	Business software	88	401(k)	100% employee	Yes	Health hotline, health club discounts, infertility treatment benefits	34	Brown bag training, personal use of company equipment, "no jerks" hiring policy
<b>Baker Martin PS</b> Seattle bakermartin.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
<b>Carmross &amp; Hempelmann PS</b> Seattle carmross.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, long time
<b>Carney Badley Spelman</b> Seattle carneylaw.com	Law	90	401(k), profit sharing	100% employee, 50% spouse, 50% children	Yes	Health fair, real-estate/charity events, health hotlines	31	Fire retreats include families, child-care reimbursement during trial prep, compressed work week
<b>Chef'n Corp.</b> 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
<b>Clothing and Head PS</b> Seattle clothingandhead.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, intracompany, mass transit reimbursement, jeans on Friday and during April
<b>Compendium</b> Seattle compendium.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	Expense tax tables and deep welcome, rooftop deck, office closed between Christmas and New Year's days
<b>Entra</b> Seattle (HQ Houston) entra.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, internet travel and photos submitted by employees
<b>Nextia Corp.</b> Redmond nextia.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 deal, coffee chats with CEO, game-room tournaments
<b>Outcome Concept Systems</b> Seattle ocsc.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
<b>PS Elemental</b> Seattle psarchitect.com	Architecture	52	401(k)	80% employee, 80% spouse, 80% children	Yes	Mental health days, alternative medical, disability	Unlimited**	Doodle made-to-order breakfast, chef, pool table and ping pong, birthdays off, paid maternity and paternity leave
<b>Perkins Sullivan PLLC</b> Seattle psllc.com	Accounting	72	401(k)	100% employee	Yes	100% employee, 100% spouse, 100% children	29	Organic, trout delivered weekly, volunteer night at FireStart, latte and smoothie cart, free Fridays parties
<b>Philly Publishing Group</b> Seattle phillypublishing.com	Publishing	8	401(k)	100% employee, 100% spouse, 100% children	Yes	Life insurance, infertility treatment benefits, chiropractic care	29	Pizza on Fridays, sporting events, flexible scheduling
<b>Pyramid Communications</b> 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
<b>Shareline Bank</b> Shareline sharelinebank.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
<b>Spectrum Controls</b> Seattle 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
<b>Starling Communications</b> Seattle (HQ Los Gatos, Calif.) starling.com	Public relations	4	401(k)	60% employee, 50% spouse, 50% children	Yes	Flexible spending accounts, work from home sick days, disability coverage	25	Wine and cheese Fridays, intracompany 1-2 days a month, Beach Days
<b>West Monroe Partners</b> Seattle (HQ Chicago) westmonroepartners.com	Consulting	19	401(k), profit sharing	60% employee, 50% spouse, 50% children	Yes	Sponsored athletics, flexible spending accounts, disability program	28	"4 O'Clock Rock" Fridays, technical certification reimbursement, travel bonus comp time, jeans Friday
<b>Worktank</b> Seattle worktankseattle.com	Advertising/Consulting	71	401(k)	100% employee	Yes	Alternative medical, ergonomic workplace	26	Paid maternity, jury and military leave, pet-care machine, flexible scheduling, Xbox and Wii game-room tournaments

**THRIFTY THINKER**  
How Tom Ellison made second-hand goods sexy

**BLUE-JEAN BABY**  
Simply Blue's marketing blitz creates A-list buzz

<b>Chef'n Corp.</b> 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
---	-------------------------	----	--------	--	-----	---	----	--

FREMONT OFFICE.

## WHAT MAKES YOUR COMPANY A BEST PLACE TO WORK?

"We are a motley crew of innovators who thrive in a culture of originality, spontaneity and creativity ... Oh, and we like each other, which makes the roller coaster of business much more interesting." —Suzanne Bridgeford, business operations manager, Chef'n Corp.