

THE 2014



BEST COMPANIES TO WORK FOR

*WHERE EMPLOYEES
CONSIDER IT A LABOR OF LOVE.*



THE BEAUTY OF *SEATTLE BUSINESS* MAGAZINE'S 100 BEST COMPANIES TO WORK For awards program is that it is based on extensive employee surveys. Firms that make the list get there because the people who work at those businesses like their jobs, their bosses and their benefits.

The research firm Fieldwork Webwork used the employees' detailed responses to determine each company's score in 10 categories, including such vital areas as communication, executive leadership, corporate culture and workplace environment. The official list of the 100 Best Companies to Work For is separated into five classifications: small firms of 30 or fewer employees; midsize, 31 to 99 employees; large, 100 or more employees; nonprofits and firms headquartered outside Washington. Congratulations to all!

THE LIST

EMPLOYEES WERE SURVEYED BY THE RESEARCH FIRM FIELDWORK WEBWORK, WHICH DETERMINED AN INITIAL RANKING. JUDGES REVIEWED THESE RESULTS TO HELP DETERMINE FINAL RANKINGS.

The research firm Fieldwork Webwork tallied and ranked the detailed responses of thousands of employees, who were asked to rate their firms anonymously in 10 key categories: benefits, communication, corporate culture, hiring & retention, leadership of executive, performance standards, responsibility & decision making, rewards & recognition, training & education and workplace environment.

RANK	COMPANY, LOCATION, WEBSITE	DESCRIPTION	EMPLOYEES	TOP-SCORING CATEGORY
SMALL COMPANIES UP TO 30 EMPLOYEES				
1	Artitudes Design , Issaquah, artitudesdesign.com	Full-service graphic design; specialty is executive communication in high-tech, retail and nonprofit sectors.	15	Work Environment
1	Milepost Consulting , Seattle, milepostconsulting.com	Helps clients become socially and environmentally responsible enterprises.	10	Leadership of Executive
3	Provisional Recruiting & Staffing , Spokane, provisional.com	Staffing specialist in financial, office, health care, commercial and technology sectors.	10	Leadership of Executive
4	World Famous , Seattle, worldfamousinc.com	Producer of films and videos for commercial clients.	15	Corporate Culture
5	SwitchPoint , Seattle, switchpointllc.com	Provides consulting services in health care and nonprofit sectors.	16	Leadership of Executive
6	BitTitan , Kirkland, bittitan.com	Provides cloud solutions to simplify and improve IT services.	29	Leadership of Executive
7	Beacon Development Group , Seattle, beacondevgroup.com	Advocates for the creation of quality affordable housing.	11	Leadership of Executive; Work Environment
8	Full Beaker , Bellevue, fullbeaker.com	Provides search engine optimization to generate online sales leads.	11	Leadership of Executive
9	James Alan Salon and Spa , Shoreline, jamesalansalon.com	Services include massage, waxing, permanent cosmetics, extensions, hair care and skin care.	15	Work Environment
10	Chronus , Bellevue, chronus.com	Provides talent management and career development software for corporate training programs.	18	Leadership of Executive
11	Conenza , Seattle, conenza.com	Operates private social networks on behalf of corporations.	18	Leadership of Executive
12	Altriva Solutions , Bellevue, altriva.com	Partners with clients to manage customer relationships through Microsoft-centric technology.	11	Responsibility & Decision Making
13	Schlemlein Goetz Fick & Scuggs , Seattle, soslaw.com	Legal practice emphasizing resolution of complex business disputes.	20	Leadership of Executive; Work Environment
14	Northwest Cadence , Bellevue, nwcadence.com	Partners with software development teams to improve processes and business results.	12	Responsibility & Decision Making
15	ClassifiedAds.com , Bellevue, classifiedads.com	Operates free classified advertising website.	15	Responsibility & Decision Making
16	PeopleFirm , Seattle, peoplefirm.com	Assesses organizational investment options across all areas related to people and talent management.	26	Responsibility & Decision Making; Work Environment; Benefits
17	Family Home Care , Liberty Lake, fhccares.com	Provides in-home health care in eastern Washington and northern Idaho.	18	Corporate Culture
18	Goldberg Jones , Seattle, goldbergjones-wa.com	Legal practice representing men in divorce proceedings in King, Pierce and Snohomish counties.	20	Corporate Culture
19	Doxo , Seattle, doxo.com	Paperless, digital "file cabinet" provider for individuals and businesses.	20	Responsibility & Decision Making
20	Emerald City Engineers , Mountlake Terrace, emeraldcityengineers.com	Provides mechanical, electrical and plumbing design services for hotels and multi-unit residences.	17	Benefits
21	Dry Soda Co. , Seattle, drysoda.com	Markets carbonated beverages made with natural ingredients.	23	Responsibility & Decision Making; Leadership of Executive
22	Spoken Communications , Seattle, spoken.com	Provides voice-recognition and related services for call centers and other contact platforms.	26	Work Environment
23	EveryMove , Seattle, everymove.org	Creates reward systems for corporate health care benefit programs.	18	Benefits

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SMALL COMPANIES				
24	Highland Private Wealth Management , Bellevue, highlandprivate.com	Counsels individuals on managing their investments.	10	Leadership of Executive
25	Lively , Seattle, getlive.ly	Its mobile app-based platform provides audio/video recordings of live performances.	22	Responsibility & Decision Making

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MIDSIZE COMPANIES 31-99 EMPLOYEES				
1	Smartsheet.com , Bellevue, smartsheet.com	Provides cloud-based software to streamline project management.	91	Leadership of Executive
2	Prime 8 Consulting , Kirkland, prime8consulting.com	Provides management consulting based on a system of eight core values.	44	Responsibility & Decision Making
3	Level 11 , Seattle, level11.com	Management consulting services	35	Work Environment
4	Blueprint Consulting Services , Bellevue, bpcs.com	Provides strategic business management and IT solutions.	40	Leadership of Executive
5	Wexley School for Girls , Seattle, wexley.com	Independently owned advertising/branding agency.	33	Leadership of Executive
6	Pacific Capital Resource Group , Bellevue, pcrg.com	Provides financial planning services to businesses and individuals.	52	Corporate Culture
7	Allovus , Gig Harbor, allovus.com	Provides graphic design, production and user experience services.	42	Work Environment
8	Brighton Jones , Seattle, brightonjones.com	Offers wealth management advice to high-income clients.	49	Responsibility & Decision Making
9	ExtraHop Networks , Seattle, extrahop.com	Sells network appliances that perform real-time analysis of wired data.	78	Leadership of Executive
10	Limeade , Bellevue, limeade.com	Creates reward systems for corporate wellness and benefits programs.	47	Leadership of Executive
11	WhitePages , Seattle, whitepages.com	Provides contact information for individuals and businesses.	97	Work Environment
12	LiquidPlanner , Seattle, liquidplanner.com	Makes predictive online project management software.	37	Work Environment
13	Pointmarc , Bellevue, pointmarc.com	Provides consulting services in strategy, design and deployment of data-related solutions.	65	Leadership of Executive
14	Tangerine Travel , Bothell, tangerinetravel.com	Provides full-service travel planning and consultation.	55	Benefits
15	Plaster Group , Seattle, plastergroup.com	Provides business and technology management consulting.	40	Work Environment
16	Evergreen Beauty College , Everett, evergreenbeauty.edu	Provides cosmetology training at campuses in Everett, Bellevue and Renton.	33	Leadership of Executive
17	The Spur Group , Redmond, thespurgroup.com	Consults with tech companies and suppliers on sales, marketing and channel innovations.	40	Benefits
18	Chef Software , Seattle, getchef.com	Provides enterprise IT software. Formerly known as Opscode.	80	Responsibility & Decision Making
19	Tecplot , Bellevue, tecplot.com	Creates visualization software for engineers and scientists to communicate results.	41	Leadership of Executive
20	Brightlight Consulting , Redmond, brightlightconsulting.com	Provides business intelligence consulting specializing in data warehousing and data analytics.	42	Training & Education
21	Qumulo , Seattle, qumulo.com	Stores, manages and curates large-scale databases for corporate clients.	50	Work Environment
22	Stratos Product Development , Seattle, stratos.com	Provides design and strategy consulting on medical and consumer electronic products.	80	Work Environment
23	Chef'n , Seattle, chefn.com	Creates and sells innovative kitchen utensils and products.	42	Benefits
24	Artefact , Seattle, artefactgroup.com	Designs and builds technology products and services.	43	Benefits; Work Environment
25	Filter , Seattle, filterdigital.com	Offers temporary, contract and permanent staffing for creative, advertising and PR professionals.	47	Responsibility & Decision Making

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MIDSIZE COMPANIES				
26	Arryve , Bellevue, arryveconsulting.com	Provides management consulting focused on strategic vision and future-ready orientation.	60	Training & Education
27	Bader Martin , Seattle, badermartin.com	Provides certified public accounting and business advisory services.	82	Work Environment
28	Vera Whole Health , Seattle, verawholehealth.com	Delivers primary medical care to employees via employer-funded worksite clinics.	31	Leadership of Executive
29	Olympia Federal Savings , Olympia, olyfed.com	Provides banking, loans and other financial services in Thurston and Mason counties.	95	Rewards & Recognition
30	Array Health , Seattle, arrayhealth.com	Provides technology solutions to private insurance exchanges.	40	Leadership of Executive
31	Aduro , Redmond, adurolife.com	Designs incentive systems around health, productivity, consumer responsibility and financial fitness.	41	Leadership of Executive
32	Creature , Seattle, welcometocreature.com	Creative agency focusing on design, advertising and innovation.	40	Work Environment
33	MCM, A Meisenbach Company , Seattle, mcmnw.com	Offers benefits consulting and insurance brokerage services.	83	Benefits
34	Andersen Construction , Seattle, andersen-const.com	Provides general contractor and construction services in Washington, Oregon and Idaho.	75	Corporate Culture
35	Genelex , Seattle, genelex.com	Provides DNA drug sensitivity tests and software to prevent adverse drug events during treatment.	63	Work Environment
36	Substantial , Seattle, substantial.com	Builds digital design experiences, from web/mobile apps to large-scale interactive products.	55	Responsibility & Decision Making

RANK	COMPANY, LOCATION, WEBSITE	DESCRIPTION	EMPLOYEES	TOP-SCORING CATEGORY
LARGE COMPANIES 100+ EMPLOYEES				
1	Redfin , Seattle, redfin.com	Operates a real estate brokerage with agents in 25 U.S. markets.	244	Leadership of Executive
2	Zillow , Seattle, zillow.com	Operates an online real estate database with information on more than 100 million homes.	552	Work Environment
3	Evergreen Home Loans , Bellevue, evergreenhomeloans.com	Provides home lending services in seven western states.	195	Leadership of Executive
4	Baker Boyer Bank , Walla Walla, bakerboyer.com	Washington state's oldest bank, operating seven offices in the Walla Walla area.	176	Benefits; Leadership of Executive
5	The Mosaic Company , Renton, themosaiccompany.com	Provides training and workforce consulting to utilities and oil and gas companies.	120	Corporate Culture
6	Avvo , Seattle, avvo.com	Provides an expert-only Q&A forum where people can ask legal questions and get referrals.	115	Work Environment
7	Projectline Services , Seattle, projectlineinc.com	Provides content strategy, customer engagement, business intelligence and marketing operations consulting.	119	Rewards & Recognition
8	Porch.com , Seattle, porch.com	Online home-improvement resource listing professionals by neighborhood, cost and other criteria.	102	Leadership of Executive
9	Burkhart Dental Supply , Tacoma, burkhartdental.com	Serves the dental profession with equipment, office planning, continuing education and financing options.	150	Work Environment
10	Society Consulting , Bellevue, societyconsulting.com	Provides consulting services with an emphasis on technology and data analytics.	150	Communication
11	Bridge Partners Consulting , Seattle, bridgepartnersconsulting.com	Provides consulting services with emphasis on marketing, sales and channel operations and business transformation.	109	Leadership of Executive
12	Kidder Mathews , Seattle, kiddermathews.com	Operates the fastest-growing independently owned full-service commercial real estate firm on the West Coast.	303	Work Environment
13	Greenpoint Technologies , Kirkland, greenpnt.com	Provides turnkey interior completions on Boeing business jets for private individuals and heads of state.	165	Benefits
14	F5 Networks , Seattle, f5.com	Provides integrated traffic-management software-based solutions for internet-based servers.	1,000	Benefits
15	Mutual of Enumclaw Insurance Company , Enumclaw, mutualofenumclaw.com	Provides property and casualty insurance coverage in Washington, Oregon, Idaho, Utah and Arizona.	388	Benefits
16	EagleView Technologies , Bothell, eagleview.com	Uses technology to automate manual roof-measurement processes for the insurance and construction industries.	167	Work Environment

RANK	COMPANY, LOCATION, WEBSITE	DESCRIPTION	EMPLOYEES	TOP-SCORING CATEGORY
LARGE COMPANIES				
17	DocuSign , Seattle, docuSign.com	Provides secure electronic signature and digital transaction management services.	327	Work Environment
18	Impinj , Seattle, impinj.com	Provides products for identifying, locating and authenticating items with radio-frequency technology.	114	Communication
19	Sequoyah Electric , Redmond, Sequoyah.com	Provides industrial electrical contracting services in Washington, Oregon and Idaho.	250	Work Environment
20	GGLO , Seattle, gglo.com	Provides architectural, interior, landscape and urban design services.	108	Benefits; Work Environment
21	Brooks Sports , Seattle, brooksrunning.com	Designs and markets men's and women's running shoes, apparel and accessories.	344	Leadership of Executive

RANK	COMPANY, LOCATION, WEBSITE	DESCRIPTION	EMPLOYEES	TOP-SCORING CATEGORY
NONPROFIT COMPANIES				
1	Verity Credit Union , Seattle, veritycu.com	Member-owned financial services institution originally established to serve federal and military employees.	126	Communication
2	Bellwether Housing , Seattle, bellwetherhousing.org	Provides affordable housing for low-wage working people and low-income seniors.	85	Communication
3	Career Path Services , Spokane, careerpathservices.org	Provides information to facilitate job searches and employee recruiting.	99	Leadership of Executive

RANK	COMPANY, LOCATION, WEBSITE	DESCRIPTION	WA. EMPLOYEES	TOP-SCORING CATEGORY
COMPANIES HEADQUARTERED OUTSIDE WASHINGTON				
1	West Monroe Partners , Seattle, westmonroepartners.com	Home office: Chicago, IL. Provides business and technology consulting.	60	Leadership of Executive
2	ACME Business Consulting , Seattle, acmebusinessconsulting.com	Home office: Portland, OR. Offers management consulting to a wide range of industries.	10	Responsibility & Decision Making
3	Walsh Construction , Seattle, walshconstructionco.com	Home office: Portland, OR. Provides general contracting and construction management in the Pacific Northwest.	80	Responsibility & Decision Making
4	GoDaddy , Kirkland, godaddy.com	Home office: Scottsdale, AZ. Provides website domain registry and management.	29	Leadership of Executive
5	Edward Jones , Seattle, edwardjones.com	Home office: St. Louis, MO. Provides financial and investment services.	979	Leadership of Executive
6	Pariveda Solutions , Bellevue, parivedasolutions.com	Home office: Dallas, TX. Provides consulting on technology strategy and solutions.	45	Performance Standards
7	PwC , Seattle, pwc.com	Home office: London, UK. Provides accounting and management consulting services.	472	Leadership of Executive
8	Buckland & Taylor Ltd., A COWI Company , Seattle, b-t.com	Home office: North Vancouver, BC. Designs and builds bridges.	25	Benefits
9	Pacific Continental Bank , Seattle, therightbank.com	Home office: Eugene, OR. Provides banking and financial services.	31	Leadership of Executive
10	Ritani , Seattle, ritani.com	Home office: New York, NY. Designer and retailer of diamond engagement rings and fine jewelry.	19	Leadership of Executive
11	Sogeti USA , Bellevue, us.sogeti.com	Home office: Dayton, OH. Provides IT consulting services.	125	Benefits
12	Sleep Country USA , Kent, sleepcountry.com	Home office (Sleep Train): Rocklin, CA. Sells mattresses and bedding supplies.	380	Responsibility & Decision Making
13	Cook Security Group , Seattle, cooksecuritygroup.com	Home office: Milwaukie, OR. Provides alarm, security and ATM services to the banking industry.	75	Responsibility & Decision Making
14	Astronics AES , Kirkland, astronics.com	Home office (Astronics Corp.): East Aurora, NY. Designs electrical power systems for aircraft and missiles.	398	Work Environment
15	DoubleDown Interactive , Seattle, doubledowninteractive.com	Home office (IGT): Las Vegas, NV. Provides "fun to play" online casino games.	204	Work Environment