

# Seattle Business

WASHINGTON'S LEADING BUSINESS MAGAZINE

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plus

A USER'S GUIDE TO HEALTH CARE REFORM

THE EDUCATION OF MAYOR MCGINN

THE HIGH COST OF SOUND TRANSIT

INSIDE

PROFILES OF OUR TOP 15 WINNERS

PLUS

THE FULL LIST OF THE TOP 100 COMPANIES

# 100 BEST COMPANIES TO WORK FOR

MIDSIZE COMPANY WINNER >  
Torklift International

\$3.99US \$4.99CAN 07>

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# 1000

## BEST COMPANIES TO WORK FOR

### Look Who's Setting the Standard | BY NICK HORTON

FROM SPECTACULAR INSURANCE BENEFITS to inclusive workplace culture to generous work/life balance, the 100 Best Companies to Work For show how it's done, year in and year out. The 15 firms profiled on the ensuing pages, in the estimation of our panel of judges, rose to the top of the 100 this year. (Check out the complete listing of the 100 Best Companies to Work For on page 46.) The judges' conclusions were based in part on data submitted anonymously by thousands of employees of the participating

businesses. The research firm Fieldwork Webwork used the detailed responses to determine each company's score in 12 categories, including such vital areas as communication, executive leadership, corporate culture and workplace environment.

For judging purposes, nominated companies were separated into five classifications: small firms (30 or fewer employees), midsize (31 to 100 employees), large (more than 100 employees), nonprofits and firms headquartered outside Washington. ■

RANK

1

ATLAS COFFEE IMPORTERS

LOCATION:  
SEATTLE

EMPLOYEES:  
17

TOP SCORE:  
BENEFITS

# Brewing the Dream



THE 17 EMPLOYEES OF ATLAS COFFEE IMPORTERS may well be living a Seattle-specific version of the American Dream. They work for a small coffee company that sources the highest-quality beans from around the world and brokers them to some of the Pacific Northwest's premier roasters. They receive fully covered medical and dental insurance for themselves and their dependents and a 3 percent employer match towards their SIMPLE IRAs. They are blessed with an industry-best profit-sharing program, dividing 20 percent of the firm's net profit among them each year. And they have Dance Party Fridays, too.

For all of these reasons and more, Atlas has risen to the top spot in the Small Firms category.

Atlas's employees are clearly happy. For Liz Bennett, business operations manager, Atlas's spectacular benefits are a ringing vote

of confidence. Bennett says her benefits package reduces stress and makes her feel cared for, and she channels that positive energy right back into the company.

That energy comes back to Atlas in many ways, including an employee-operated vegetable garden, "Soup Mondays," in which a rotating cast of employees bring lunch for the whole firm and the construction of an on-site bike shed.

In turn, the good vibes keep moving back to the employees. The sales staff receives informational trips to coffee-producing regions. The company funds continuing education for those who seek it. And everyone gets to take home the world's best coffee.

For Bennett and her co-workers, the future is bright. "Morale," she says, smiling, "that's not one of our problems." ■

HAYLEY YOUNG

**Java Download.**  
 Director of Supply  
 Chain Kevin Bavaro,  
 left, and Business  
 Operations Manager  
 Liz Bennett with  
 Atlas founder  
 Craig Holt.



RANK

2

ARTITUDES  
DESIGN

ISSAQUAH | EMPLOYEES: 14

**MONDAY MORNING IS ANYTHING** but gloomy at Artitudes Design, a graphic design shop. The company's 14 employees kick off the day with an arts and crafts project. (How could the rest of Monday feel like a drag after you've already made beeswax candles?) During the rest of the week, the company creates presentations and visual campaigns for clients such as Microsoft Office 365, the Bear Creek School and the Olive Crest Gala Auction. For the designers at Artitudes—who enjoy excellent health benefits, fully funded continuing education and a strong corporate commitment to charitable causes—Monday morning can't come soon enough. ■

RANK

3

ADDIOZ  
CORPORATION

BELLEVUE | EMPLOYEES: 20

**TECH COMPANIES** in Washington state face myriad challenges, but tops among them is attracting and retaining top-tier talent. Addioz Corporation, which appears on this list for the second consecutive year, helps firms clear that hurdle by providing niche-specific technical recruiting and executive search services. So it's no surprise that Addioz uses exacting standards when discovering and rewarding its own team members. And with its industry-leading benefits package (fully paid medical, dental and vision), Addioz is poised to remain on this list for years to come. ■



**Need a Tow?**  
General Manager Jay Taylor,  
foreground, with Torklift  
employees in Sumner.

# Opening Doors and Career Opportunities

**TORKLIFT INTERNATIONAL**, which manufactures towing and RV accessories, might want to think about creating a hitch-compatible trophy trailer. The engineering and manufacturing firm was the top-ranked midsize company in 2013, its first year in the 100 Best Companies rankings.

The firm's product line consists of premium tie-downs, turbuckles, tow hitches and other towing accessories, and Torklift has become a favorite of recreational vehicle enthusiasts, motorsports aficionados and just about anyone else who needs to move big loads down the road.

Torklift vaulted straight to the top with a list of benefits not typically found in blue-collar industries. The company pays 100 percent of an employee's health insurance premium (and \$2,500 toward each employee's annual deductible), and it provides mandatory leadership and teamwork training for all new hires.

"We still focus on [health care] and make it a main driver of our benefit package," says General Manager Jay Taylor. "We feel it's that important, and that it's worth the extra money to make sure that it enhances the quality of life for our employees."

All Torklift employees are encouraged to provide input on any aspect of product development, marketing, even packaging. "Whenever a product is in development, opinions are taken from all," Taylor says. "We involve everybody because it stimulates creative thinking and opens up new doors and career paths."

The company's commitment to collaboration from all levels was repeatedly echoed in anonymous employee surveys and clearly stands out as a hallmark of the firm. One employee captured the atmosphere at Torklift this way: "Love my company. Absolutely next to none." ■

RANK

1

**TORKLIFT  
INTERNATIONAL**

 LOCATION:  
SUMNER

 EMPLOYEES:  
37

 TOP SCORE:  
LEADERSHIP OF  
EXECUTIVE

RANK

2

**MICROGREEN  
POLYMERS**

ARLINGTON | EMPLOYEES: 39

**MICROGREEN POLYMERS**, a manufacturer of plastic food and beverage packaging, has garnered acclaim for its pioneering use of recycled polymers. (Last year, it earned a silver award in *Seattle Business* magazine's Washington Green 50 issue.) But MicroGREEN Polymers doesn't stop at technical innovation. Its employees are treated to benefits that are rare in the manufacturing sector: fully covered health insurance premiums, a kitchen stocked with fruits and healthful snacks, and reimbursement for continuing education and industry conferences. The MicroGREEN team is healthy, happy and at the forefront of a new field. And as one employee wrote, "Overall, I'd say that we are united in our drive to make a damn big impact!" ■

RANK

3

**MOZ**

SEATTLE | EMPLOYEES: 98

**LED BY TECH WUNDERKIND/WORK-LIFE BALANCE** pioneer Rand Fishkin, Moz (formerly SEOmoz) creates software and subscription services for companies that want to top your next set of web search results. It's also home to a ping-pong-playing, rock-climbing and all-around raucous group of employees who live and breathe the firm's TAGFEE Code: be Transparent and Authentic; be Generous; be Fun, be Empathetic and be Exceptional. Moz's benefits package is all of the above. "Mozzers" enjoy 39 days of PTO, fully matched 401(k) plans, and at-home flowers and pizza delivery on sick days. ■

## Judges for This Year's 100 Best Companies to Work For

**CATHERINE DOVEY**, founder and principal, Compensation Works

**JOHN HARTMAN**, cofounder, CEOtoCEO

**CHARLES MAH**, vice president, global talent acquisition, Concur Technologies

**NITA PETRY**, area president, Washington state, Gallagher Benefit Services

**JEANNINE RYAN**, vice president of sales, enterprise social software, Success Factors|SAP

**BRENT SCHLOSSTEIN**, founder and principal, TRUEbenefits LLC

**JOSH WARBORG**, district president, Robert Half International

RANK

1

SLALOM  
CONSULTING

LOCATION:  
SEATTLE

EMPLOYEES:  
525

TOP SCORE:  
CORPORATE  
CULTURE

## Building A Sense of Community

WHEN IT COMES TO PROJECTS, there's almost nothing that Slalom Consulting can't handle. The firm's 525 Washington-based employees can schuss and carve among sectors as wide-ranging as advanced infrastructure, health care and SAP. That agility makes Slalom an invaluable resource for dozens of local clients, including Microsoft, BECU and Group Health Cooperative.

Slalom is agile in the physical sense, too. Its workforce is among the most active in the Puget Sound region, with outdoors-oriented people at all levels. Each year, Slalom sends a huge delegation to the Seattle Rock 'n' Roll Marathon, and the company is an annual sponsor of the Tour de Cure, a fundraising series of bicycling events that benefit the American Diabetes Association.

In an industry that is notoriously all-consuming, with relentless traveling required, Brian Jacobsen, general manager of Slalom's Seattle headquarters, says his co-workers pull it off "because we're

local." He adds: "We're in our own beds at night and we're able to build that sense of community."

Slalom's local focus is as clear as ever. While it now employs more than 2,000 individuals in 11 cities across North America, nearly all of them serve local firms and volunteer for local charities.

Service is big at Slalom. Slalom.org, the firm's employee-led philanthropic arm, donates more than \$50,000 each year to local nonprofits. Tenured consultants are eligible for the Philanthropic Fellow Program, which allows them to provide up to three months of pro bono service to a nonprofit while Slalom compensates them at 75 percent of their regular salary.

Employees also enjoy an innovative mentoring program, a four-week sabbatical after three years of employment, competitive compensation and paid time off, and comprehensive health care benefits. And then there's Vamoose, Slalom's annual three-day, off-site retreat. ■



HAYLEY YOUNG



**Home Team.**  
General Manager Brian Jacobsen, seated at left, with some of his Seattle colleagues.

RANK

2

## BAKER BOYER BANK

WALLA WALLA | EMPLOYEES: 166

**SOME THINGS HAPPEN EVERY SUMMER** in Washington state: Fourth of July fireworks over Lake Union, the Seattle-to-Portland bicycle ride and Baker Boyer Bank's annual appearance in Washington's 100 Best Companies to Work For listing. For the eighth consecutive year, the Walla Walla bank has earned a spot near the top of our list, thanks to its continued emphasis on employee health and wellness, leadership development and open communication. At 144 years of age, Baker Boyer Bank has never looked better. ■

RANK

3

## SYNAPSE PRODUCT DEVELOPMENT

SEATTLE | EMPLOYEES: 187

**WHEN FORTUNE 500 COMPANIES** need to design a groundbreaking piece of technology, they turn to the engineering wizards at Synapse Product Development, which has created everything from iPad point-of-sale cases to bamboo beverage containers. Its client list includes such titans of manufacturing as Nike, Microsoft, Boeing, Philips and GE. Synapse knows how to play hard, too, with an industry-best PTO policy, an annual competition that challenges employees to bike or walk to work, and an office stocked with a climbing wall, a "high-five zone" and four kinds of beer on tap (all for Friday afternoons, of course). Synapse balances work and life with ease. ■

Tie

RANK

1

LARGE NONPROFIT  
CAREER PATH  
SERVICESLOCATION:  
SPOKANENO. OF EMPLOYEES:  
94HIGHEST SCORE:  
LEADERSHIP  
OF EXECUTIVE**Career Opportunity.**

CEO George Iranon with, from left, CFO Marie Bjork, COO Cami Hanson and HR Manager Juanita Gray.



## Inspiring Others to Hear the Call

CAREER PATH SERVICES HAS BEEN LINKING EMPLOYERS and job seekers for more than 40 years. In that time, the agency has grown from a single office of 15 employees to more than 90 employees spread across the state of Washington. Every year, Career Path Services assists thousands of low-income, rehabilitating and developmentally disabled workers as they seek reentry into the workforce. CEO George Iranon believes that the journey back to stability begins with a positive interaction between each job seeker and his or her advocate at Career Path Services.

“So many of the people we serve are in poverty and they don’t have healthy role models that work with them,” Iranon says. “If we’ve got healthy employees who not only see themselves in a career but in a calling, they might be able to inspire somebody in poverty to do something more productive and positive with their life.”

To that end, Career Path Services’ workforce is empowered with a range of health and wellness benefits that are virtually unheard of in the nonprofit sector. For starters, employees enjoy comprehensive health care coverage, a four-day work week and semian-

nual two-day, off-site retreats. Plus, every worker receives a \$300 annual wellness stipend to be spent on the health- or wellness-related expense of their choice, free sessions with a financial adviser and \$40 each month for mobile phone usage, regardless of how much that phone is used for work.

For Iranon and his crew, that’s not enough. They need to have fun, too.

“We’re about food, fun and fellowship,” he says. “If you don’t have fun doing something for 40 hours a week, for 40 years, it’s a sad life!”

Each May, the organization participates in Spokane’s famed Bloomsday Run. And Iranon cooks breakfast for the runners. Throughout the calendar year, employees are encouraged to bring a little bit of levity to the table, be it a Friday afternoon dance party, a lighthearted-yet-sincere recognition of another employee’s efforts or a Hawaiian shirt policy during the summer.

“We have people who are so invested in their jobs that when you give them permission to include some creativity and fun, they go to town,” Iranon says. ■

# Good Culture from Top Down

**Tech Team.** CEO Susan Sigl, center foreground, with the WTIA staff.



IT MAY NOT BE OBVIOUS TO THE TECHNOLOGICALLY UNSAVVY, but Washington has been at war much of the past decade: Our state's tech firms have been waging a cutthroat battle for top-tier talent since Kozmo.com seemed like a good idea. As the most highly qualified candidates choose among the best firms in the state, compensation and benefits have become sweeter than ever.

So how does a nonprofit trade association compete with that?

The answer, according to Washington Technology Industry Association CEO Susan Sigl, is to create a workplace that exemplifies the best of the tech industry.

"We are really fortunate. We've got a board of 40 technology leaders here in Puget Sound," says Sigl, who announced in May that she would be leaving WTIA after three years at the helm. "Those folks are company builders, they're strategists and they help set the culture. ... Good culture comes from the top down."

With more than 500 member companies representing some 100,000 technology workers, WTIA is among the nation's most powerful statewide technology trade associations. The organization serves as a hub of Washington's tech marketplace, linking

like-minded firms, providing continuing education and advocating for tech interests in front of policymakers.

WTIA is also one of our state's great places to work. The association's workplace atmosphere is a reflection of values that have become pervasive in Washington's tech sector: an emphasis on work/life balance, generous employer contributions to health insurance premiums and 401(k)s, as well as a continuing-education policy that encourages professional development.

"The tech sector is so competitive," Sigl says. "So tech companies have to have leadership that believes in good, solid culture and values."

That solid culture, Sigl says, isn't standardized, "but it's an industry requirement because you've got to have it in order to attract great people." ■

Tie

RANK

1

SMALL NONPROFIT

**WASHINGTON  
TECHNOLOGY  
INDUSTRY  
ASSOCIATION  
(WTIA)**

LOCATION:

SEATTLE

EMPLOYEES:

11

HIGHEST SCORE:

**WORKPLACE  
ENVIRONMENT**

## How to Be a Best Company to Work For

**BENEFITS.** Provide a comprehensive benefits package including dental. Offer a comprehensive retirement plan, paid vacation and sick leave, flexible hours, telecommuting and job-sharing opportunities.

**COMMUNICATION.** Share good and bad news about the business. Make management accessible to employees and encourage feedback.

**CORPORATE CULTURE.** Encourage employees to act and think independently. Focus on long-term success. Allow employees to act on their convictions.

**HIRING AND RETENTION.** Offer opportunities to advance. Maintain low turnover. Establish a formal program for identifying future leaders.

**LEADERSHIP.** Inspire employees to do well. Encourage team spirit.

Respect employees and their opinions. Promote diversity. Encourage employees to take leadership. Build strong relationships based on trust.

**PERFORMANCE STANDARDS.** Create challenging but attainable performance goals mutually agreed upon by manager and employee. Conduct evaluations that are updated regularly.

**RESPONSIBILITY AND DECISION MAKING.** Foster an environment of accountability. Give employees latitude and authority. Encourage problem solving and teamwork.

**REWARDS AND RECOGNITION.** Provide competitive and equitable salaries. Implement performance-based compensation. Provide bonuses for excellent performance. Regularly recognize individuals and groups.

**TRAINING AND EDUCATION.** Promote employee development. Train mentors. Encourage employees to share expertise.

**WORK ENVIRONMENT.** Encourage creativity and brainstorming in a comfortable and safe setting. Provide balance between work and personal needs.



**Game Faces.** Workers meet around one of the conference tables at DoubleDown Interactive.

Tie

RANK

1

**DOUBLEDOWN  
INTERACTIVE**

WASHINGTON LOCATION:  
**SEATTLE**

EMPLOYEES:  
**150**

HIGHEST SCORE:  
**WORKPLACE  
ENVIRONMENT**

## Rolling on a Hot Streak

IF YOU'VE EVER PLAYED POKER ON FACEBOOK, you've probably used DoubleDown Interactive's flagship product, the DoubleDown Casino. Though no actual currency is won or lost in this virtual betting house—it's a "non-gaming" environment in which users can purchase chips only to lengthen their games—it's incredibly popular. The casino has more than six million monthly users.

DoubleDown, which is based in Seattle but owned by Nevada-based International Game Technology, began creating various nongambling gaming apps for social networks and mobile devices in 2010. And the company has been on a hot streak ever since.

"In less than three years, we've grown from three people to more than 170 employees," says Peter Anderson, DoubleDown's director of recruiting. That growth is fueled in part by an immense demand for gaming within social media platforms. But it's also driven by DoubleDown's workplace atmosphere, which is fast-paced and dedicated to work/life balance.

"We move fast, so employees work on games that

are released to the public within weeks of development," Anderson says of the firm's rapid schedule, "and they see their creations realized in real time."

DoubleDown's employees are treated to many healthy perks. An online wellness program allows them to earn \$25 per pay period for taking healthy actions, memberships to an on-site gym are covered in full and free 15-minute massages are available every Tuesday and Thursday. DoubleDown also covers 100 percent of its workers' health care premiums and provides fresh fruit and healthy foods in the office.

DoubleDown hosts festive "demo days," during which each department is invited to present its latest projects and games to the rest of the company. And, true to its fun-loving roots, the firm schedules numerous team-building events—including trips to Seattle Seahawks games (club tickets, of course), go-kart outings and all-important on-site pinball tournaments.

Anderson says DoubleDown has "created an environment where fun is a way of life and in a game company, this is critical to success." ■

THIS PAGE & OPPOSITE: HAWLEY YOUNG

## A Great Team Making a Good Home



Tie

RANK

1

WALSH  
CONSTRUCTIONWASHINGTON LOCATION:  
SEATTLEEMPLOYEES:  
77HIGHEST SCORE:  
LEADERSHIP  
OF EXECUTIVE

TO BILL REID, GENERAL MANAGER OF WALSH CONSTRUCTION'S Washington division, there's no mystery as to how the company stays successful.

"We say and believe that our people are our most valuable asset," Reid says. "There's no question about that."

Walsh does an enviable job of communicating that message to its employees. The company provides stellar health care coverage (100 percent of premiums paid for employees, 96 percent paid for dependents) and a top-flight wellness program with reimbursements for gym memberships, weight loss programs and race entry fees.

Balance between work and life is important, as illustrated by the four weeks of paid time off awarded to workers on their second anniversary of employment. Professional development is also a priority: Each new employee creates a career development plan

with Walsh's leadership development manager; that plan is referenced and revised throughout the employee's tenure with the company.

The company's charitable efforts are impressive. Led by the suggestions of its employees, Walsh commits more than \$250,000 to charities each year. And the company donates generously to the causes of its nonprofit partners, be they housing agencies, universities, medical centers or arts organizations.

"We get to be involved with very good clients," Reid says, "and we get to do some really interesting and challenging projects, many of which provide homes for people that otherwise wouldn't have them. So it's pretty darn gratifying."

Reid's summation of the philosophy behind Walsh's success is this: "It's great people doing great projects for great clients." ■

RANK

2

CUTLER INVESTMENT  
GROUP

**CUTLER INVESTMENT GROUP IS A NEWCOMER** to Washington state. Its Seattle office opened in November 2012. But this boutique wealth management firm is known for its blend of personalized service—there are 11 employees based in three cities nationwide—and big-firm muscle. Cutler manages more than \$900 million in assets. Its dedication to service and relationship management extends to its own employees as well, with Cutler covering workers' health care, life insurance and professional development costs. Throw in semiannual meetings in places like Sunriver, Oregon, and Newport Beach, California, and you have a long-term forecast for workplace harmony. ■

RANK

2

EDWARD  
JONES

Tie

**BROKERAGE FIRMS DON'T COME MUCH LARGER** than Edward Jones, which employs more than 12,000 financial advisers and serves nearly 7 million customers throughout the United States and Canada. Yet the firm offers its employees an array of benefits befitting a much smaller enterprise, including medical insurance premium discounts for improving health, an enviable career development program and an emphasis on community service and volunteerism. All of which explain why Edward Jones' Washington branches are home to some of the happiest brokers you'll ever trade with. ■

# The 100

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

**ABBREVIATIONS KEY:** B=Benefits, C=Communication, CC=Corporate Culture, HR=Hiring & Retention, IE=Importance to Employees, LE=Leadership of Executive, PE=Perceived Importance, PS=Performance Standards, RD=Responsibility & Decision Making, RR=Rewards & Recognition, TE=Training & Education, WE=Workplace Environment

RANK	COMPANY, LOCATION, WEBSITE	DESCRIPTION	EMPLOYEES	TOP SCORE
<b>SMALL COMPANIES</b> UP TO 30 EMPLOYEES				
1	<b>Atlas Coffee Importers</b> , Seattle, atlascoffee.com	Importer and warehouse of high-quality green coffee	17	B
2	<b>Artitudes Design</b> , Issaquah, artitudesdesign.com	Graphic design firm specializing in executive presentations, branding, marketing and motion design.	14	WE
3	<b>Addioz Corporation</b> , Bellevue, addioz.com	Technical recruitment firm specializing in executive search and corporate training	20	RR
4	<b>Provisional Recruiting &amp; Staffing</b> , Spokane, provisional.com	Recruitment firm specializing in accounting/finance, legal, medical, administrative and technical staffing	7	B/LE
5	<b>Merlino Bauer Media</b> , Seattle, merlinobauer.com	Marketing firm	5	RD
6	<b>Sales Talent</b> , Mercer Island, salestalentinc.com	National sales talent recruiter	6	PS
7	<b>SwitchPoint</b> , Seattle, switchpointllc.com	Management consultancy specializing in health care and nonprofits	14	RD
8	<b>SpaceCurve</b> , Seattle, spacecurve.com	Developer of a geospatial-temporal database that delivers real-time intelligence	17	WE
9	<b>Milepost Consulting</b> , Seattle, milepostconsulting.com	Management consultancy specializing in green issues and sustainability	14	LE
10	<b>ClassifiedAds.com</b> , Bellevue, classifiedads.com	Free classified advertising website	12	C
11	<b>SOS Employment Group</b> , Seattle, sosomeploymentgroup.com	Employment recruiter specializing in temporary, temporary-to-full-time and contract positions	18	WE
12	<b>Tactical Marketing Concepts</b> , Federal Way, tacticalmktg.com	Sales and marketing firm	20	PS
13	<b>CENTRI Technology</b> , Seattle, centritechnology.com	Creator of wireless service technologies	16	WE
14	<b>Goldberg Jones</b> , Seattle, goldbergjones-wa.com	Law firm specializing in representing men in divorce, child custody and other family law matters	18	RD
15	<b>ZUM Communications</b> , Seattle, zumcommunications.com	Public relations/marketing communications firm	6	B
16	<b>AES Logistics</b> , Burien, globalcargomanager.com	International freight forwarder	17	LE
17	<b>Attunix Corporation</b> , Bellevue, attunix.com	Software consulting firm	20	LE
18	<b>Engineered Compost Systems</b> , Seattle, compostsystems.com	Engineering/manufacturing firm providing design, technology and technical support to the composting industry	10	WE
19	<b>EveryMove</b> , Seattle, everymove.org	Program allowing users to convert healthful activities into rewards from their health plans and employers	13	CC
20	<b>BuzzBee Company</b> , Seattle, buzzbee.biz	Technology marketing firm	28	RD
21	<b>PeopleFirm</b> , Seattle, peoplefirm.com	Management consultancy	22	RD
22	<b>Chermak Construction</b> , Seattle, chermak.com	Construction company	30	RD
23	<b>Intersource</b> , Sammamish, intersourcecellc.com	Technology consultancy	17	RD

SMALL COMPANIES				
24	<b>Image Source</b> , Kirkland, <a href="http://imagesourceteam.com">imagesourceteam.com</a>	Designer and maker of promotional merchandise and apparel	27	LE
25	<b>Thinkspace</b> , Redmond, <a href="http://thinkspace.com">thinkspace.com</a>	Provider of office space and business services to startups and small firms	7	WE
26	<b>Fierce Inc.</b> , Seattle, <a href="http://fierceinc.com">fierceinc.com</a>	Leadership development and training firm specializing in improved workplace communication	21	IE
27	<b>BioLife Solutions</b> , Bothell, <a href="http://biolifesolutions.com">biolifesolutions.com</a>	Manufacturer and marketer of proprietary biopreservation media for cells, tissues and organs	30	IE
28	<b>Symform</b> , Seattle, <a href="http://symform.com">symform.com</a>	Provider of cloud storage services	27	B
29	<b>AAOA Healthcare</b> , Kirkland, <a href="http://aaoaamerica.org">aaoaamerica.org</a>	Provider of benefit programs to professional membership organizations and associations	21	IE

MIDSIZE COMPANIES 31-99 EMPLOYEES				
1	<b>Torklift International</b> , Sumner, <a href="http://torklift.com">torklift.com</a>	Manufacturer of towing and recreational vehicle accessories	35	LE
2	<b>MicroGREEN Polymers</b> , Arlington, <a href="http://microgreeninc.com">microgreeninc.com</a>	Manufacturer of food and beverage packaging	39	WE
3	<b>Moz</b> , Seattle, <a href="http://moz.com">moz.com</a>	Provider of software for search engine optimization and marketing analytics	98	B
4	<b>206inc</b> , Seattle, <a href="http://206inc.com">206inc.com</a>	Consumer engagement agency	39	WE
5	<b>Limeade</b> , Bellevue, <a href="http://limeade.com">limeade.com</a>	Creator of rewards systems for corporate wellness and benefits programs	50	LE
6	<b>ARRYVE</b> , Bellevue, <a href="http://arryveconsulting.com">arryveconsulting.com</a>	Management consultancy	50	RD
7	<b>WhitePages Inc.</b> , Seattle, <a href="http://whitepagesinc.com">whitepagesinc.com</a>	Provider of contact information for people and businesses	75	WE
8	<b>ExtraHop Networks</b> , Seattle, <a href="http://extrahop.com">extrahop.com</a>	Producer and seller of enterprise network appliances	55	LE
9	<b>Substantial</b> , Seattle, <a href="http://substantial.com">substantial.com</a>	Digital product studio	42	RD
10	<b>Avvo</b> , Seattle, <a href="http://avvo.com">avvo.com</a>	Directory of lawyers featuring consumer reviews and Q&A forums	85	PS
11	<b>Genelex</b> , Seattle, <a href="http://genelex.com">genelex.com</a>	DNA testing and analysis laboratory	47	WE
12	<b>Wexley School for Girls</b> , Seattle, <a href="http://wexley.com">wexley.com</a>	Advertising/branding agency	31	LE
13	<b>Tecplot</b> , Bellevue, <a href="http://tecplot.com">tecplot.com</a>	Creator of visualization software for engineers and scientists to analyze and communicate results	43	C/LE
14	<b>Zumobi</b> , Seattle, <a href="http://zumobi.com">zumobi.com</a>	Mobile media company providing integrated advertising on smartphones and connected devices	32	B
15	<b>The Unity Group</b> , Bellingham, <a href="http://theunitygroup.com">theunitygroup.com</a>	Insurance and employee benefits consultancy	50	IE
16	<b>Stratos Product Development</b> , Seattle, <a href="http://stratos.com">stratos.com</a>	Product development, design and strategy consultancy	61	WE
17	<b>Brightlight Consulting</b> , Redmond, <a href="http://brightlightconsulting.com">brightlightconsulting.com</a>	Business intelligence and data warehousing consultancy	50	IE
18	<b>Noetix</b> , Redmond, <a href="http://noetix.com">noetix.com</a>	Business intelligence software firm focused on simplifying access to data	59	WE
19	<b>Chef'n</b> , Seattle, <a href="http://chefn.com">chefn.com</a>	Creator and seller of innovative kitchen utensils and products	38	B
20	<b>MCM</b> , Seattle, <a href="http://mcmnw.com">mcmnw.com</a>	Benefits consulting and insurance brokerage firm	80	B
21	<b>INRIX</b> , Kirkland, <a href="http://inrix.com">inrix.com</a>	Provider of traffic information, directions and driver services	80	B

## THE LIST

MIDSIZE COMPANIES				
22	<b>Wood Harbinger</b> , Bellevue, woodharbinger.com	Consultancy providing mechanical, electrical and industrial systems engineering services	85	WE
23	<b>Bader Martin</b> , Seattle, badermartin.com	CPA and advisory firm serving affluent families, closely held businesses and nonprofits	78	TE
24	<b>Idea Entity Corporation</b> , Bellevue, ideaentity.com	Consultancy offering software development, new product research, cyber security and other services	39	RD
25	<b>Aronson Security Group</b> , Seattle, aronsonsecurity.com	Provider of integrated security solutions	59	IE
26	<b>Piraeus Consulting</b> , Seattle, piraeusdata.com	IT services firm focusing on business intelligence, custom development and managed consulting	43	LE
27	<b>Brighton Jones</b> , Seattle, brightonjones.com	Wealth management advisory firm	47	RD
28	<b>Wetpaint</b> , Seattle, wetpaint-inc.com	Entertainment website offering audience analytics	42	C/RD
29	<b>Bridge Partners</b> , Seattle, bridgepartnersconsulting.com	Consultancy specializing in business transformation, technology, marketing and sales strategy	82	RD
30	<b>Mactus Group</b> , Redmond, mactusgroup.com	Provider of marketing, program management and business intelligence for technology firms	60	WE
31	<b>HPG</b> , Seattle, hpgroupllc.com	Parent company of firms that connect people and professionals around health care experiences	37	IE
32	<b>Paladino and Company</b> , Seattle, paladinoandco.com	Green building and sustainability consulting firm	37	WE
33	<b>Winshuttle</b> , Bothell, winshuttle.com	Producer of software to help SAP users interface with other programs	99	IE

LARGE COMPANIES 100+ EMPLOYEES				
1	<b>Slalom Consulting</b> , Seattle, slalom.com	Management consultancy offering business technology services	525	CC
2	<b>Baker Boyer Bank</b> , Walla Walla, bakerboyer.com	Banking and financial services company	166	LE/IE
3	<b>Synapse Product Development</b> , Seattle, synapse.com	Provider of engineering solutions to consumer electronics and life sciences companies	187	WE
4	<b>Society Consulting</b> , Bellevue, societyconsulting.com	Technology consultancy focusing on product development and business intelligence	143	LE
5	<b>Kidder Mathews</b> , Seattle, kiddermathews.com	Commercial real estate firm	285	WE
6	<b>Mutual of Enumclaw Insurance Company</b> , Enumclaw, mutualofenumclaw.com	Property and casualty insurer	404	IE
7	<b>Pinnacle Capital</b> , Kirkland, pinnaclecap.com	Mortgage company	472	IE
8	<b>Varolii Corporation</b> , Seattle, varolii.com	Designer of cloud-based customer interaction software systems	150	LE
9	<b>EagleView Technologies</b> , Bothell, eagleview.com	Provider of measurements from aerial imagery	148	B
10	<b>Allyis</b> , Kirkland, allyis.com	IT consultancy specializing in managed services and staffing solutions	154	LE/WE
11	<b>DocuSign</b> , Seattle, docusign.com	Provider of secure electronic signature services	183	IE
12	<b>GGLO</b> , Seattle, gglo.com	Integrated design firm offering architectural, interior, landscape and urban design services	103	WE
13	<b>110 Consulting</b> , Bellevue, 110consulting.com	Business and technology consultancy	148	WE
14	<b>Blucora</b> , Bellevue, blucora.com	Provider of metasearch and private-label internet search services and online search and monetization solutions	148	B
15	<b>Dade Moeller</b> , Richland, moellerinc.com	Consultancy offering services for assessing and controlling exposure to radiation and hazardous agents	107	WE

## LARGE COMPANIES

16	<b>DataSphere Technologies</b> , Bellevue, datasphere.com	Provider of turnkey technology, content and sales solutions for media companies	300	IE
17	<b>The Everett Clinic</b> , Everett, everettclinic.com	Provider of health care at nine locations in Snohomish County	1,676	IE
18	<b>Seed IP Law Group</b> , Seattle, seedip.com	Law firm specializing in intellectual property	114	B
19	<b>Columbia Bank</b> , Tacoma, columbiabank.com	Banking and financial services company	821	IE
20	<b>Columbia Hospitality</b> , Seattle, columbiahospitality.com	Hotel management and conference center operator	293	IE

## NONPROFIT COMPANIES

1	<b>Washington Technology Industry Association</b> , Seattle, wtia.org	Trade organization promoting Washington technology companies	10	WE
1	<b>Career Path Services</b> , Spokane, careerpathservices.org	Provider of information making job searches and employee recruiting easier	94	LE
3	<b>Verity Credit Union</b> , Seattle, veritycu.com	Banking and financial services company	111	LE
4	<b>Workforce Development Council Snohomish County</b> , Everett, wdsc.org	Agency focusing on aiding competitiveness and boosting employment	28	WE
5	<b>Bellwether Housing</b> , Seattle, bellwetherhousing.org	Provider of affordable housing for low-wage working people and low-income seniors	84	IE

## COMPANIES HEADQUARTERED OUTSIDE WASHINGTON

1	<b>DoubleDown Interactive</b> , Seattle, doubledowninteractive.com	Home office (International Game Technology): Reno, NV. Online social gaming company	150	WE
1	<b>Walsh Construction</b> , Seattle, walshconstruction.com	Home office: Portland, OR. Construction company	77	LE
2	<b>Cutler Investment Group</b> , Seattle, cutler.com	Home office: Jacksonville, OR. Independent investment adviser	12	LE
2	<b>Edward Jones</b> , Seattle, edwardjones.com	Home office: St. Louis, MO. Financial services firm	478	TE
5	<b>West Monroe Partners</b> , Seattle, westmonroepartners.com	Home office: Chicago, IL. Consulting and professional services firm	31	LE
6	<b>Buckland &amp; Taylor Ltd.</b> , Seattle, b-t.com	Home office: North Vancouver, BC. Bridge engineering firm	20	C
7	<b>Pariveda Solutions</b> , Bellevue, parivedasolutions.com	Home office: Dallas, TX. Technology consultancy	38	C
8	<b>TCS &amp; Starquest Expeditions</b> , Seattle, tcsandstarquestexpeditions.com	Home office (TUI Travel): Crawley, UK. Provider of high-end travel to exotic locations via private jet	46	WE
9	<b>Weber Shandwick</b> , Seattle, webershandwick.com	Home office: New York, NY. Global public relations and crisis management firm	66	RD
10	<b>Sogeti USA</b> , Bellevue, us.sogeti.com	Home office: Dayton, OH. Provider of IT consulting services	133	IE
11	<b>Cook Security Group</b> , Seattle, cooksecuritygroup.com	Home office: Milwaukie, OR. Provider of alarm, security and ATM services to the banking industry	65	IE
12	<b>Pacific Continental Bank</b> , Seattle, therightbank.com	Home office: Eugene, OR. Banking and financial services company	34	IE
13	<b>Astronics AES</b> , Kirkland, astronics.com	Home office (Astronics Corp.): East Aurora, NY. Designer of electrical power systems for aircraft and missiles	340	WE

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