



Best **Small** Companies to Work for in America

RANK	COMPANY				STAFFING (PAST YEAR)		EMPLOYEE TRAINING	
		In the United States	12 months ago	With 6-plus years' tenure	Hires referred by staff	Internal promotions	Average hours per year	Percentage of budget for training
2008 (2007)	Company Name Headquarters Industry Revenue (latest fiscal year)							
1 (9)	Dixon Schwabl Victor, N.Y. Advertising & Marketing \$19 million	74	54	18	90%	25%	40	5%
2 (1)	Badger Mining Corp. Berlin, Wis. Mining & Quarrying confidential	177	173	128	100%	22%	12	20%
3 (new)	SnagAJob.com Richmond, Va. Professional Services \$7 million	99	41	5	50%	10%	40	1%
4 (4)	Heinfeld, Meech & Co. PC Tucson, Ariz. Financial Services & Insurance \$7 million	70	48	18	11%	37%	65	3%
5 (10)	McMurry Inc. Phoenix Advertising & Marketing \$31 million	159	128	46	14%	39%	104	did not provide
6 (18)	Bridge Worldwide Cincinnati Advertising & Marketing \$16 million	168	119	12	48%	37%	38	3%
7 (20)	Kahler Slater Milwaukee Professional Services \$24 million	150	136	59	18%	10%	15	4%
8 (2)	InsureMe Englewood, Colo. Financial Services & Insurance confidential	67	54	5	14%	0%	40	5%
9 (7)	Root Learning Sylvania, Ohio Professional Services \$22 million	90	78	40	30%	33%	did not provide	2%
10 (24)	Landrum Human Resource Cos. Inc. Pensacola, Fla. Professional Services \$363 million	119	101	51	17%	47%	5	1%
11 (13)	McWhinney Real Estate Services Loveland, Colo. Construction & Real Estate \$17 million	83	61	11	22%	39%	60	1%
12 (5)	Professional Placement Resources LLC Jacksonville Beach, Fla. Professional Services \$44 million	93	91	16	94%	did not provide	40	did not provide

Source: Great Place to Work® Institute. Data as of company's survey completion date. Companies with employee numbers near the size category limits provided updates



PAID LEAVE (AFTER 1 YEAR)				HEALTH CARE	401(k) OR 403(b)	HIGHLIGHTS
Vacation days	Sick days	Paid time off days	Premium paid for employee / dependents	Company match / % of employee's contribution	Great Place to Work® Institute comments	
0	0	14	60% / 60%	25% / 4%	Dixon Schwabl. The company's tagline "We make it happen!" reflects its positive, proactive approach. Employees serve on rotating "culture" teams that organize fun monthly events for the entire agency. Everyone gets their birthday off. www.dixonschwabl.com	
5	5	0	100% / 100%	100% / 3%	Badger Mining. The organization has a flat structure with few titles and flexible scheduling, atypical for its industry. All associates receive profit sharing, regardless of their position. www.badgerminingcorp.com	
0	0	18	65% / 0%	50% / 6%	SnagAJob.com. Newly hired "Snaggers" receive \$100 gift certificates and handwritten notes of congratulations from the chief executive officer. After 90 days, new employees are given stock options and become eligible to receive spot bonuses ranging from \$100 to \$500. www.snagajob.com	
0	0	15	96% to 100% / 0%	20% / 2%	Heinfeld, Meech & Co. Bonuses are big at this company. It offered up to \$3,000 in recruiting bonuses last year. Employees who pass the certified public accountant exam receive a \$1,000 bonus. www.heinfeldmeech.com	
0	0	24	75% / 25%	n/a	McMurry. The company promotes eight core values that support its corporate promise of "A better place, a better way." It provides, on average, 104 hours of job-related training annually to each employee. www.mcmurry.com	
10	4	0	55% / 55%	50% / 5%	Bridge Worldwide. Equality is a strong theme. Each employee has a vote on matters such as what 20th century icons to name conference rooms after. Top leaders work in open cubicles among the employees they manage. www.bridgeworldwide.com	
0	0	16	71% / 71%	25% / 6%	Kahler Slater. When hiring, recruiters at this architecture and design firm look for "unusually talented and motivated professionals" who are open to working collaboratively. The "Culture Corps" group organizes firmwide programs aimed at reinforcing corporate culture. www.kahlerslater.com	
0	5	15	85% / 85%	100% / 5%	InsureMe. Work/life balance is emphasized through policies such as a strict "no working on Saturdays" rule. Every Monday, employees can start the workweek by enjoying a free breakfast. www.insureme.com	
15	5	0	80% / 80%	100% / 3%	Root Learning. Annual awards are given to employees who demonstrate seven core values. Once a year, employees divide into cross-functional teams to take part in a two-week "Root Olympics" that includes indoor and outdoor competitions. www.rootlearning.com	
0	0	14	100% / 60%	100% / 3%	Landrum Human Resource Cos. Employees can spend up to 60 hours of work time each year volunteering at community organizations. The company also offers flexible schedules, job sharing, telecommuting and compressed workweeks. www.landrumcompanies.com	
0	0	16	100% / 0%	n/a	McWhinney Real Estate Services. During the annual retreat, employees work in collaboration to reinforce the "McWhinney Promise," which asserts "We listen," "We are united" and "We have fun." www.mcwhinney.com	
0	0	12	88% / 50%	50% / 6%	Professional Placement Resources. Each workweek begins with a meeting in the kitchen to discuss business items, talk about exciting events and review the previous week's performance. Leaders also solicit employee feedback through quarterly surveys. www.pprhealthcare.com	

in March 2008.  –Video available online  –Photos available online

n/a—Not applicable



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13 (15)	Northeast Delta Dental Concord, N.H. Financial Services & Insurance \$209 million	177	166	90	10%	30%	102	1%
14 (new)	New Mexico Mutual Albuquerque, N.M. Financial Services & Insurance \$78 million	122	113	48	26%	35%	45	1%
15 (6)	Triage Consulting Group San Francisco Professional Services \$44 million	253	221	29	15%	100%	56	1%
16 (new)	The Peterson Cos. Fairfax, Va. Construction & Real Estate \$300 million	186	149	71	21%	10%	20	10%
17 (new)	DAXKO Birmingham, Ala. Information Technology \$7 million	64	49	5	31%	30%	20	3%
18 (16)	Runzheimer International Rochester, Wis. Professional Services confidential	218	153	104	10%	24%	100	2%
19 (22)	ENGEO Inc. San Ramon, Calif. Professional Services confidential	163	219	51	50%	0%	80	4%
20 (new)	McDonough Bolyard Peck Inc.  Fairfax, Va. Professional Services \$19 million	160	139	51	4%	29%	40	5%
21 (12)	Clark Nuber  Bellevue, Wash. Professional Services \$25 million	138	109	40	5%	5%	173	3%
22 (25)	Moody, Famiglietti & Andronico LLP Tewksbury, Mass. Professional Services \$11 million	84	51	12	22%	43%	40	2%
23 (new)	Studer Group Gulf Breeze, Fla. Health Care \$33 million	139	92	15	53%	0%	72	7%
24 (new)	R&R Partners Las Vegas Advertising & Marketing \$270 million	248	234	91	22%	20%	16	4%
25 (new)	Cascade Asset Management Madison, Wis. Industrial Services \$6 million	107	70	6	40%	40%	10	2%

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0	0	16	100% / 50%	n/a	Northeast Delta Dental. The vice president of HR meets with new employees after three months to ensure that their needs are being met. The HR team sends packs of thank-you cards to managers, who can give the notes to employees on their teams. www.nedelta.com	
0	0	20	70% / 70%	100% / 4%	New Mexico Mutual. Employees get 39 paid days off (including paid time off and holidays) after one year, and 28 percent of the staff uses flextime. A \$50,000 annual events budget is used for “popcorn Wednesday,” free breakfast on Fridays and other fun activities. www.newmexicomutual.com	
0	0	20	100% / 0%	100% / 2%	Triage Consulting Group. Each “freshman class” of new associates serves as recruiters for the next incoming class. Job candidates speak to 10 or more Triage employees; only the highest-rated candidates receive offers. www.triageconsulting.com	
10	10	0	88% / 77%	100% / 5%	The Peterson Cos. An emphasis on teamwork, innovation, professionalism and long-term decision-making guide this company. Leaders strive to help each employee reach his or her full potential through opportunities for professional development and training. www.petersoncos.com	
0	0	15	100% / 44%	50% / 6%	DAXKO. Employees receive a professional development budget to spend as they choose, even for training not related to their current role. Team members bond by attending weekly catered lunches, group exercise sessions and family activities. www.daxko.com	
0	0	15	72% / 72%	100% / 4%	Runzheimer International. Some company benefits—like free family portraits every two years—include employees’ families. At work, employees can recharge by taking advantage of an on-site fitness center, a nearby nature trail or one of the company-owned bikes. www.runzheimer.com	
10	8	0	85% / 75%	25% / up to IRS limit	ENGE0 Inc. Major decisions are put to a vote, and, unlike at most businesses, the president’s position is at the bottom of the organizational chart. Ninety percent of senior-level positions are filled internally. www.engeo.com	
11	10	0	100% / 100%	100% / 10%	McDonough Bolyard Peck. The firm pays 100 percent of health care premiums for employees—and their dependents. Other benefits: a tuition reimbursement program, a mentoring program and a library. www.mbpce.com	
20	5	0	100% / 25%	10% / 6%	Clark Nuber. The tax services firm uses “Kaizen” process improvement techniques to attack problems. During the company’s busiest months, employees are treated to free lattes, prizes, an omelet bar and ice-cream sundaes. Most employees get four weeks of vacation a year. www.clarknuber.com	
0	0	23	67% / 67%	50% / 5%	Moody, Famiglietti & Andronico. Each new hire receives company-branded gear and goes through a two-day orientation to get familiar with the employer. Casual work buddies and seasoned mentors team with newly hired members to assist in career development. www.mfa-cpa.com	
20	6	0	90% / 50%	n/a	Studer Group. Immediately after a candidate accepts a job offer, the company sends flowers or plants to the person’s home. Employees and their children receive birthday gifts, and new mothers get 30 days of paid leave. www.studergroup.com	
0	0	18	100% / 100%	50% / 12%	R&R Partners. This Las Vegas-based ad agency, creator of the “What Happens Here, Stays Here” campaign, cares about its employees. When one employee got cancer, she received 60 percent of her salary through long-term disability insurance. Her co-workers paid the difference. www.rrpartners.com	
0	0	12	80% / 75%	100% / 4%	Cascade. Every employee at this computer-recycling company spends time working in the warehouse to learn about inventory, refurbishing and computer disassembly. Seventy percent of supervisors and management team members started in the warehouse. www.cascade-assets.com	