

25 BEST MEDIUM COMPANIES TO WORK FOR IN AMERICA

Rank	Company Headquarters Industry Sales (millions)	Employees			Staffing (past year)			Leave	Training per employee			Health care	Highlights
		In the United States	Change from last year	With 6+ years tenure	External applicants	Hires referred by staff	Hires via promotions	Maximum days paid leave **	Average hours per year	Average cost per year	Hours per year for managers	Premium paid for employee/dependents	Company description
1 (4)	Genencor International Inc. Palo Alto, Calif. Biotechnology \$380	643	2%	337	7,200	55%	90%	43	40	\$715	40	96% / 88%	Valuing knowledge and valuing employees go hand in hand at Genencor. The company provides internal Ph.D. programs, on-site training and workshops, specialized off-site courses, and education assistance. Scientists' published articles are bronzed and given prominent placement in the office.
2 (1)	ACUITY, A Mutual Insurance Company Sheboygan, Wis. Insurance \$692	726	1%	398	1,400	25%	28%	29	56	\$1,091	80	80% / 80%	The company's on-site gym is open 24 hours; off-site employees receive a \$500 allowance per year to join a health club in their area. The company's bucolic campus provides a fully stocked pond where employees and their families can fish at any time and take home their catch. Turnover is 2%.
3	Sage Products Inc. Cary, Ill. Medical \$88	410	30%	198	2,867	33%	50%	30	38	\$1,650	32	70% / 70%	No layoffs in this company's 34-year history. Bonuses, calculated by tenure, rise consistently each year. Company matches first 10% of employee 401(k) contributions. After selling a product line, all associates received a percentage. Employees are invited to weekly senior management luncheons.
4	Hypertherm Inc. Hanover, N.H. Manufacturing \$103	607	9%	353	4,280	40%	40%	35	40	\$1,030	80	82% / 82%	Teams create their own mission statements and have the power and budget to implement process improvement ideas; of some 3,000 suggestions each year, more than 70% are implemented. Over the past five years, profit-sharing payouts averaged 18% of base pay.
5	The Integer Group Denver Lakewood, Colo. Advertising/Business Services \$350	437	9%	125	8,604	30%	20%	33	25	\$975	24	75% / 25%	When employees demonstrate company values, they receive tokens for a vending machine that gives candy wrapped in gift certificates. "Wind Downs" provide an afternoon for employees to enjoy food and music with co-workers; the company talent show allows employees to entertain one another.
6	CALIBRE Alexandria, Va. Technology Services \$59	374	13%	114	4,717	32%	24%	36	*	\$1,000	*	100% / varies	Employees annually elect representatives from each department to meet quarterly with management to share employee concerns and serve as a sounding board for new ideas. CEO hosts "renewal lunches" for employees with five years experience to discuss the company and what motivates them to perform.
7	Spokane Teachers Credit Union Liberty Lake, Wash. Financial Services \$44	271	4%	96	688	33%	15%	30	18	\$1,080	55	100% / 0%	Bright ideas are encouraged at this member-owned credit union. The "IdeaDesk" allows employees to submit and track ideas for improvement through the company intranet; "Ideas to Action" brings staff and managers together monthly to review new ways to meet the organization's strategic goals.
8 (5)	The Hospice of Marion County Healthcare Alliance / Ocala, Fla. Health Care \$22	395	23%	99	3,500	30%	10%	36	50	*	36	100% / 0%	Employees developed the mission for this organization; their business cards display it, and a component of their performance evaluation process is tied to it. The company encourages employees to be "salespeople" of the mission, which fosters a sense of ownership.
9	Kyphon Inc. Sunnyvale, Calif. Medical Device Manufacturing \$131	535	50%	3	3,600	35%	10%	31	varies	\$3,200	32	90% / 85%	Internal promotions abound; 41% of VPs, directors and managers were promoted from within. All new hires get stock options; employees get a 15% discount in the employee stock purchase plan. Employees can get up to \$7,500 per year for reimbursement for children's college tuition, books and fees.
10 (13)	Holder Construction Co. Atlanta, Ga. Commercial Construction \$438	301	5%	125	2,427	7%	82%	29	28	\$875	159	100% / varies	This construction company had no lost time accidents in five of the past seven years. Last year, 82% of job openings were filled by internal promotions. Small groups provide two-way communication between management and employees and encourage employees to "challenge everything."
11	Professional Veterinary Products Ltd. Omaha, Neb. Distribution \$335	321	27%	63	911	21%	54%	38	96	\$405	40	85% / 85%	CEO of this veterinary supplier hosts regular meetings with 30 employees, creating a format conducive to interaction. Biweekly newsletter keeps employees apprised of company information. Annual Pet Fair provides at-cost pet immunizations, pet care education and pictures with your pet.
12	Ultimate Software Weston, Fla. Software Development \$60	452	3%	170	40	55%	10%	23	32	\$5,000	16	100% / 100%	Outside accountants suggested dropping 100% health care coverage for employees; CEO rejected the idea. On Friday afternoons, CEO often gives flowers to employees. One employee saw the CEO "sitting on the floor by himself piecing together furniture" before the opening of the new office building.

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2005 (2004)	Headquarters Industry Sales (millions)												Company description	
13 (12)	Digital Federal Credit Union Marlborough, Mass. Finance \$2,500	589	18%	139	5,280	35%	34%	46		84	\$940	46	71% / 71%	Employees attend monthly meetings and give senior managers feedback on company goals or objectives. Annual bonuses can be up to 15% of salary. Senior managers and employees mix via lunchtime pool games. Perks include reflexology massages and a subsidized cafeteria.
14 (11)	CXtec Syracuse, N.Y. Computer Networking \$78	341	12%	97	473	42%	25%	35		60	\$211	48	67% / 67%	Every day begins with a five-minute pep rally, starting with an overview of daily goals and ending with employees cheering in unison, "Show me the money!" Companywide loudspeaker announces every order received, recognizing the employee who closed the deal and anyone who assisted.
15 (14)	Patagonia Inc. Ventura, Calif. Outdoor Apparel \$233	618	2%	277	3,775	3%	42%	32		40	\$150	50	100% / 35%	Employees are encouraged to field-test new garments on company time. Company offers employees environmental internships, and 1% of pretax sales are donated to environmental causes; premium parking spaces at headquarters are reserved for those who carpool or drive hybrid vehicles.
16	MidState Medical Center Meriden, Conn. Health Care \$239	922	5%	480	4,046	*	34%	31		25	\$763	25	87% / 71%	Each year, CEO and COO visit each departmental Continuous Quality Improvement team and share information on hospital goals, financial performance and key initiatives. Senior leaders routinely visit clinical areas and solicit direct feedback from employees and patients on patient care issues.
17 (6)	Synapse Group Inc. Stamford, Conn. Direct Marketing \$368	294	-6%	70	4,500	34%	22%	35		20	\$1,100	40	82% / 78%	Employees receive a volunteer "Day of Caring" and 16 hours of paid time off to volunteer each year. When the company lost an employee to cancer last year, a fund-raising campaign raised money for her two special-needs children. With a dollar-for-dollar company match, \$65,000 was raised.
18 (23)	EILEEN FISHER INC. Irvington, N.Y. Retail/Wholesale Apparel \$173	557	14%	168	6,000	14%	51%	37		10	\$810	24	80% / 77%	Benefits include \$1,000 per year for physical and mental self-improvement, spa days for special recognition and an allowance for purchasing company clothing. For its 20th anniversary, company gave four \$20,000 grants to nonprofit organizations addressing women's issues.
19 (10)	Graniterock Watsonville, Calif. Construction confidential	718	-5%	386	3,000	15%	39%	35		40	\$2,000	16	100% / 100%	Company has a 24-hour open-door policy for managers, a recognition award for those who champion company improvements and committees that give workers a decisive role in equipment purchasing decisions. "Try-A-Job" program lets employees explore careers in other job functions.
20 (25)	Lincoln Plating Lincoln, Neb. Finishing \$70	449	40%	93	2,500	20%	10%	28		20	\$2,000	30	75% / 50%	This company makes the environment a priority—it is one of the first finishing companies in the world to meet international environmental standards, resulting in state and national awards. The company credits employees, saying, "Companies don't win awards like these; people do."
21	North Island Credit Union Chula Vista, Calif. Financial Services \$77	405	4%	166	7,608	39%	11%	30		35	\$769	66	80% / 50%	Company refers to itself as "the Southwest Airlines of credit unions." From a senior executive Polar Plunge when annual goals are met to team Survivor Challenges (including chair races and bowling in the aisles), this company knows how to let the good times roll.
22 (16)	Mitretek Systems Inc. Falls Church, Va. Research and Engineering \$122	732	5%	331	267	37%	*	40		40	\$1,000	40	70% / 70%	A 10-minute weekly online newscast on technology helps promote knowledge-sharing. New employees get a mentor to help them assimilate and develop friendships. Employees receive \$2,500 for completing a master's degree, \$4,000 for completing a doctorate.
23 (10 SMALL)	VML Inc. Kansas City, Mo. Marketing \$34	285	39%	37	2,000	65%	25%	no set policy		varies	varies	varies	100% / 100%	Each week this agency has been in business, employees have gathered for an information-sharing meeting with the president. Company has given a bonus in each of its 12 years. Other perks: a personal trainer in the on-site fitness center; subsidized coffee shop with baristas; an Xbox room.
24 (7)	BMW Financial Services NA LLC Woodcliff Lake, N.J. Financial Services \$4,751	552	8%	177	4,935	18%	56%	35		40	\$3,475	24	100% / 100%	Employees get free or discounted BMWs; 100% paid health premiums—including dental, vision and mental health—for themselves and dependents; and a lifetime benefit of up to \$30,000 for infertility treatment. Subsidized company car and health insurance for retirees and spouses.
25 (9)	Green Mountain Coffee Roasters Inc. Waterbury, Vt. Beverage Manufacturing \$137	603	6%	218	3,419	9%	25%	33		8	\$527	25	91% / 91%	Company donates pallets of coffee to troops overseas and provides employees 48 hours of paid time off per year to volunteer. One employee states, "From coffee tree to coffee cup to our customers to our communities, 'we walk the walk.' We truly care and work to make this a better world to live in."

Source: Great Place to Work® Institute.

* Data unavailable.

** May or may not include sick leave.