

Best Companies to Work For in Washington

Final rankings for the survey are determined by totaling the employee and judges' scores. Employee scores are based on a 0-10 scale, and judges' scores are based on a 0-5 scale. Scores are compiled and averaged to determine the final score in each category. The top row of scores for each company represents the employees and the second row, the judges.

Compiled by Margot Walker



Rank	Company Description	Washington Location	Total Employees/ Website	Total Score	Communication	Training & Education	Responsibility & Decision-Making	Performance Standards	Rewards & Recognition	Benefits	Leadership	Work Environment	Hiring & Retention	Corporate Culture
HALL OF FAME WINNER														
★	Nextel Partners Wireless telecommunications	Kirkland	2,900 www.nextelpartners.com		2004 Hall of Fame Winner First Place Large-size Company in 2001, 2002, 2004									
LARGE COMPANIES (500+ employees)														
1	Weber Shandwick Public relations	Seattle	1,737 webershandwick.com	135.84	9.33 5.00	9.14 4.83	9.25 4.33	8.97 4.50	8.73 4.17	8.89 4.33	9.31 4.08	9.28 4.17	9.28 4.42	9.24 4.58
2	Moneytree Inc. Financial services	Seattle	1,054 moneytreeinc.com	127.60	8.88 4.08	8.86 3.83	8.87 4.00	8.93 4.00	8.57 3.75	8.94 4.25	8.81 3.67	8.78 4.08	8.97 3.83	8.74 3.75
3	aQuantive Inc. Digital marketing	Seattle	1,360 aquantive.com	124.18	8.45 3.83	8.55 4.40	8.89 4.00	8.21 3.92	8.07 3.83	8.10 3.83	8.57 3.50	8.52 3.75	8.71 4.00	8.63 4.42
4	Avanade Inc. Global technology consulting	Seattle	2,802 avande.com	122.15	8.46 3.92	8.75 4.17	8.56 4.00	8.08 3.50	7.45 3.75	8.59 3.83	8.39 3.83	8.29 3.92	8.60 3.83	8.48 3.92
5	Aegis Living Assisted living	Redmond	1,814 aegisliving.com	121.80	8.53 3.83	8.26 4.08	8.55 3.75	8.39 3.83	7.91 3.67	8.23 3.83	8.42 3.33	8.57 3.83	8.47 3.83	8.47 4.00
MEDIUM COMPANIES (100-499 employees)														
1	Text 100 Public relations	Seattle	490 text100.com	133.60	8.91 4.17	8.41 4.25	9.20 4.00	9.17 4.50	8.70 4.33	9.59 4.33	9.14 4.50	9.11 4.33	9.23 4.17	9.14 4.42
2	Clark Nuber PS Professional services	Bellevue	120 clarknuber.com	133.07	9.16 4.08	9.57 3.75	9.25 4.00	9.01 4.25	9.34 4.08	8.89 4.00	9.20 3.92	9.29 4.17	9.61 3.92	9.25 4.33
3	Mithun Architecture & interior design	Seattle	185 mithun.com	131.39	8.91 4.67	8.97 4.33	8.90 4.00	8.27 4.42	8.78 4.08	8.67 4.25	8.84 4.00	9.22 4.17	9.29 4.33	8.79 4.50
4	Sleep Country USA Inc. Retail sales	Kent	276 sleepcountry.com	130.38	9.10 4.50	8.89 4.17	8.95 4.25	8.68 4.25	9.08 4.00	8.52 4.00	8.99 4.17	8.88 3.75	8.85 4.00	9.02 4.33
5	180solutions Inc. Internet search marketing	Bellevue	153 180solutions.com	129.89	9.27 4.17	8.53 4.17	9.40 4.00	9.04 4.25	8.58 4.08	7.84 4.00	9.16 3.92	9.11 3.83	9.06 4.00	9.32 4.17
6	Kibble & Prentice Financial services	Seattle	219 kpc.com	128.70	8.84 4.00	8.92 3.83	8.76 4.17	8.52 3.92	9.02 4.25	8.96 4.08	8.78 3.92	8.66 4.17	9.00 3.83	8.91 4.17
7	BNBuilders Inc. General contractor	Seattle	110 bnbuilders.com	127.98	8.73 3.92	8.73 4.00	9.05 3.92	8.58 3.83	8.78 3.83	8.46 3.83	9.09 4.17	9.14 3.92	9.06 4.17	8.94 3.83
8	Sellen Construction Co. General contractor	Seattle	486 sellen.com	127.42	8.65 3.92	8.94 4.08	8.77 3.83	8.79 4.17	8.49 4.08	8.38 4.00	8.83 4.08	8.79 3.83	8.90 4.33	8.63 3.92
9	BCRA Architecture & engineering	Tacoma	123 bcradesign.com	125.25	8.90 3.83	8.68 4.00	9.13 3.83	7.97 3.67	8.46 3.67	8.59 3.58	9.06 3.58	9.22 3.83	8.73 3.75	8.84 3.92
10	Baker Boyer National Bank Financial services	Walla Walla	192 bakerboyer.com	124.22	8.61 3.92	8.58 3.67	8.77 3.92	8.34 4.00	7.93 3.92	8.82 3.92	8.52 3.83	8.48 3.75	8.64 3.83	8.61 4.17
11	Allyis Consulting & staffing	Bellevue	130 allyis.com	124.19	8.56 3.92	8.62 3.83	8.81 3.67	7.92 3.50	8.92 3.58	9.12 3.83	8.74 3.75	8.89 3.83	8.92 3.67	8.52 3.58
12	Isilon Systems Storage systems technology	Seattle	181 isilon.com	123.87	8.99 3.67	8.33 3.83	9.12 3.75	8.78 3.67	8.26 3.83	8.29 3.67	8.93 3.42	8.63 3.83	8.61 3.50	8.93 3.83
13	Walsh Construction Co./WA Construction	Seattle	450 walshconstructionco.com	123.60	8.40 3.67	8.73 3.83	8.61 3.75	8.13 4.00	8.38 3.83	8.61 3.83	8.58 3.75	8.61 3.92	8.79 3.83	8.51 3.83
14	CSG Openline Marketing services	Redmond	106 csgopenline.com	122.63	8.66 4.33	8.52 3.92	8.75 4.00	8.44 3.67	8.23 3.75	8.85 3.83	8.31 3.58	8.40 3.42	8.61 3.50	8.28 3.58
15	BD & A Promotional merchandise	Woodinville	307 bdainc.com	119.99	8.54 3.75	8.25 3.33	8.78 3.58	8.45 3.42	8.24 3.75	8.19 3.33	8.52 3.50	8.57 3.33	8.74 3.33	8.88 3.50
16	Bratrud Middleton Insurance broker	Tacoma	178 bratrud.com	113.67	8.17 3.17	8.93 3.17	8.29 3.50	7.93 3.00	7.95 3.00	8.33 3.17	8.16 2.83	8.33 3.00	8.38 3.00	8.53 2.83
SMALL COMPANIES (2-99 employees)														
1	Approach Mgmt. Services Risk management services	Seattle	23 approachms.com	139.59	9.57 4.33	9.64 4.50	9.65 4.25	9.56 4.08	9.71 4.17	9.91 4.50	9.56 4.50	9.64 4.33	9.56 4.33	9.54 4.25

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2	Terra Resource Group Recruiting and staffing	Everett	38 terrasvc.com	139.03	9.57 4.67	9.62 4.42	9.60 4.17	9.54 4.33	9.55 4.33	9.08 4.25	9.70 4.75	9.58 4.25	9.62 4.17	9.59 4.17
3	Madden Indus. Craftsmen Industrial staffing	Renton	8 mici.com	137.95	9.68 4.17	9.58 4.08	9.65 4.25	9.65 4.42	9.55 3.83	9.23 4.25	9.68 4.08	9.63 4.33	9.30 4.42	9.58 4.58
4	Methodologie Creative services	Seattle	23 methodologie.com	137.57	9.52 4.42	9.32 4.50	9.72 4.00	8.52 4.25	9.44 4.33	9.53 4.75	9.60 4.33	9.68 4.42	8.93 4.33	9.56 4.42
5	Codesic Inc. Consulting & services	Kirkland	99 codesic.com	135.01	9.47 4.50	9.17 4.50	9.39 4.42	9.10 4.50	9.20 4.17	8.21 4.25	9.39 4.25	9.30 4.17	9.30 4.17	9.23 4.33
6	Compendium Inc. Publishing/communications	Lynnwood	13 compendiuminc.com	133.48	9.20 3.92	9.23 3.67	9.45 4.00	8.68 4.00	9.51 4.00	9.68 4.08	9.42 3.83	9.55 4.33	8.89 4.17	9.54 4.33
7	Giant Campus Inc. Technology training & staffing	Seattle	39 giantcampus.com	132.94	9.44 4.17	8.72 4.25	9.57 3.92	9.07 4.00	8.82 4.08	9.30 4.00	9.35 4.33	9.38 4.08	9.16 3.83	9.30 4.17
8	Mobilisa High tech/IT	Port Townsend	27 mobilisa.com	132.83	9.27 4.17	9.25 4.33	9.37 3.83	8.32 4.25	8.74 4.17	9.38 4.17	9.60 3.67	9.40 4.08	9.26 4.25	9.24 4.08
9	Attenex Corporation Software developer	Seattle	51 attenex.com	131.92	9.28 4.33	8.87 4.08	9.41 4.17	8.95 3.83	9.31 3.92	8.82 3.83	9.19 4.08	9.30 3.83	9.28 4.17	9.18 4.08
10	Sound Community Bank Financial services	Seattle	71 soundcb.com	131.05	8.79 4.00	9.13 4.17	8.88 4.00	8.89 4.08	8.78 4.42	9.00 4.50	8.86 4.00	8.90 4.42	9.07 4.08	8.83 4.25
11	Threshold Group Private wealth management	Gig Harbor	19 thresholdgroup.com	129.63	8.87 3.92	9.19 3.92	8.91 3.58	9.13 3.92	8.66 4.08	8.66 4.25	8.53 4.08	9.10 4.00	9.17 4.17	9.16 4.33
12	eProject Inc. Software developer	Seattle	67 eproject.com	129.58	9.31 4.08	8.77 4.08	9.24 4.00	8.63 3.67	8.92 4.08	8.78 3.92	9.25 3.67	9.24 4.00	9.11 3.67	9.16 4.00
13	Phinney/Bischoff Design House Branding & design firm	Seattle	16 pbdh.com	129.40	9.28 4.00	8.88 4.17	9.59 3.67	8.86 3.67	9.29 4.08	8.48 3.75	8.96 3.83	9.36 3.67	9.19 3.92	8.84 3.92
14	The Frause Group Public relations, marketing & business analysis	Seattle	10 frause.com	129.04	9.07 4.00	9.09 3.92	8.82 3.67	9.09 3.67	8.76 3.75	8.78 4.25	8.96 4.33	8.82 4.08	8.71 3.83	9.27 4.17
15	James Alan Salon Salon & spa	Shoreline	22 jamesalansalon.com	129.00	8.56 3.67	9.34 4.00	8.97 3.83	8.85 3.50	9.24 4.00	9.25 4.00	8.72 3.67	9.05 4.25	9.24 3.83	9.03 4.00
16	Leisure Care Hospitality/Senior housing	Seattle	45 leisurecare.com	128.91	9.01 4.17	8.91 4.00	9.30 3.67	8.87 3.83	8.37 4.00	9.22 3.67	9.03 3.83	9.20 3.83	9.19 3.83	9.14 3.83
17	Pot O' Gold Inc. Office coffee service	Bellevue	10 potogoldcoffee.com	128.66	9.37 4.08	9.37 3.58	9.14 4.00	9.46 3.83	9.77 3.83	9.09 3.83	9.29 3.50	9.17 3.33	8.83 2.50	9.34 3.33
18	Bank of Clark County Financial services	Vancouver	63 bankofclarkcounty.com	127.04	8.89 3.92	8.62 3.67	8.59 3.67	8.40 3.92	8.97 3.67	9.22 4.25	8.89 3.83	8.74 4.17	8.63 3.92	8.92 4.17
19	Coldstream Capital Management Inc. Financial services	Bellevue	29 coldstream.com	127.04	9.02 3.75	8.34 4.08	9.11 3.83	8.72 3.92	8.51 3.92	8.15 3.83	9.02 4.08	9.09 3.92	8.31 3.92	9.35 4.17
20	Richmond Public Relations Public relations	Seattle	18 richmondpr.com	125.78	8.94 4.00	8.31 3.83	9.36 3.67	8.64 3.67	7.55 3.50	9.10 3.50	8.88 3.57	9.30 3.83	8.75 4.00	9.30 4.08
21	Gabbert Architects Planners Architects & planners	Bothell	10 gabbertarchitects.com	124.70	8.80 3.92	8.74 4.00	9.37 4.00	7.70 3.67	8.20 3.50	8.63 3.83	8.66 3.50	9.23 3.83	8.34 3.75	9.20 3.83
22	Freestone Capital Mgmt Financial services	Seattle	26 freestonecapital.com	124.33	8.84 3.83	8.18 3.83	8.72 3.83	8.73 4.00	8.36 3.67	9.18 3.50	8.69 3.75	8.62 3.50	8.59 3.75	8.75 4.00
23	Pro CNC Inc. Manufacturer	Bellingham	33 procnc.com	123.45	9.11 4.00	8.35 3.75	9.36 3.17	8.35 3.50	8.38 3.50	8.60 3.83	8.94 3.33	8.84 3.50	8.81 3.67	8.96 3.50
24	Merriman Capital Mgmt. Financial advisers	Seattle	44 merrimancapital.com	123.13	8.62 3.50	9.19 3.67	9.02 3.33	8.06 3.67	8.75 3.67	8.62 4.17	8.81 3.25	9.06 3.33	8.72 3.67	8.70 3.33
25	ClearPoint LLC Insurance brokerage	Seattle	84 clearpoint.com	123.05	8.61 3.75	8.38 3.75	8.78 3.83	8.79 3.67	8.33 3.50	8.52 3.75	8.58 3.83	8.49 3.67	8.58 3.67	8.91 3.67
26	Another Source Inc. Employment services	Seattle	10 anothersource.com	122.83	9.29 3.67	8.46 3.83	9.44 3.33	9.12 3.25	8.53 3.58	7.17 3.50	8.87 3.75	9.04 3.67	8.31 3.50	8.93 3.58
27	Avidian Technologies Software developer	Bellevue	15 avidian.com	122.81	9.23 4.00	7.95 4.00	9.34 3.83	8.77 4.08	8.03 3.67	6.47 3.00	9.24 3.83	8.37 3.40	8.64 3.67	9.20 4.08
28	Jackson Dean Construction General construction	Seattle	65 jacksondean.com	122.23	8.36 3.50	9.03 3.67	8.78 3.50	8.89 3.50	8.65 3.67	8.52 4.00	8.56 3.50	8.48 3.33	8.56 3.50	8.73 3.50
29	Core Design Inc. Civil engineering services	Bellevue	60 coredesigninc.com	121.98	8.80 3.92	8.85 3.83	8.83 3.50	8.13 3.50	7.90 3.33	8.61 3.92	8.78 3.17	8.79 3.67	8.51 3.83	8.61 3.50



Washington CEO magazine would like to thank this year's sponsors for their support of The Best Companies to Work For gala. In its 16 years, Best Companies to Work For has become the most popular business and community building event in Washington, and the support we receive from our sponsors continues to make it possible.

For 2006, *Washington CEO* magazine would like to thank CoachWorks International and NetReflector. Their gracious cooperation, generosity and time have supported our program, making it possible to bring more than 400 CEOs and employees together at our annual gala. Thank you again, and we look forward to working with you in the years to come.

An illustration of a man in a white shirt and blue pants standing in a wooden boat. He is looking through a telescope at a bright orange star in the sky. The boat has a large orange and yellow sail and a smaller red sail. The background is a blue sky with white clouds and a blue wave. The text "Thank You" is written in a large, green, cursive font below the illustration.

Thank You

Best Companies to Work For in Washington

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Rank	Company/Description	Washington Location	Total Employees/ Website	Total Score	Communication	Training & Education	Responsibility & Decision-Making	Performance Standards	Rewards & Recognition	Benefits	Leadership	Work Environment	Hiring & Retention	Corporate Culture
30	The Transpo Group Inc. Transportation engineering & planning consultants	Kirkland	48 transpogroup.com	120.99	8.28 3.58	8.76 3.50	8.55 3.50	8.40 3.42	8.67 3.75	8.64 3.92	8.18 3.75	8.50 3.58	8.42 3.67	8.34 3.58
31	NorthSound Physical Therapy Health care/outpatient physical therapy	Stanwood	49 N/A	120.63	8.54 3.67	8.58 3.92	8.85 3.50	8.71 3.67	7.08 3.33	8.76 3.67	8.52 3.33	8.87 3.50	8.44 3.50	8.70 3.50
32	The Compleat Co. Promotional merchandise	Seattle	12 compleat.com	120.21	9.18 3.92	7.85 3.83	9.32 3.33	8.30 3.50	7.65 3.33	8.32 3.17	8.93 3.33	8.87 3.42	8.03 3.50	8.93 3.50
33	Silicon Forest Electronics Inc. Electronics contract manufacturer	Vancouver	92 si-forest.com	118.79	8.54 3.58	8.75 3.67	8.78 3.33	7.78 3.33	8.58 3.50	8.72 3.50	8.33 3.00	8.54 3.33	8.60 3.17	8.59 3.17
NONPROFIT/GOVERNMENTAL COMPANIES														
1	Russell Family Foundation Non-profit family foundation	Gig Harbor	6 trff.org	138.36	8.97 4.17	9.20 4.58	9.67 4.67	9.27 4.58	9.47 4.25	9.63 4.50	9.53 4.50	9.70 4.67	9.20 4.58	8.97 4.25
2	Spokane Federal Credit Union Financial services	Spokane	40 spokanefederal.com	130.50	9.26 4.33	8.75 4.00	9.36 3.92	9.23 4.00	8.49 4.00	9.30 3.67	9.05 3.83	9.24 4.00	9.01 4.00	9.06 4.00
3	KPS Health Plans Health insurance	Bremerton	162 kpshealthplans.com	128.64	8.81 4.33	8.88 4.08	8.91 4.17	8.91 4.17	7.84 3.83	9.27 4.08	8.72 4.17	8.92 4.17	8.83 3.75	8.80 4.00
4	Valley Medical Center Hospital and medical clinics	Renton	1,875 valleymed.net	125.38	8.40 4.50	8.32 4.33	8.62 3.92	8.74 3.92	7.56 4.17	8.77 4.33	8.45 4.17	8.31 4.08	8.71 3.33	8.42 4.33
5	Columbia Basin Health Association Health care	Othello	228 cbha.org	119.12	8.08 3.50	8.28 3.67	8.32 3.67	8.70 3.50	8.43 3.75	8.24 3.67	8.12 3.83	8.33 3.33	8.58 3.50	8.29 3.33
6	Washington Health Foundation Health awareness	Seattle	23 whf.org	116.71	8.05 3.33	8.56 3.17	8.08 3.33	9.01 3.17	7.38 3.17	9.31 3.67	7.73 3.50	8.28 3.67	8.44 3.17	8.54 3.17



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