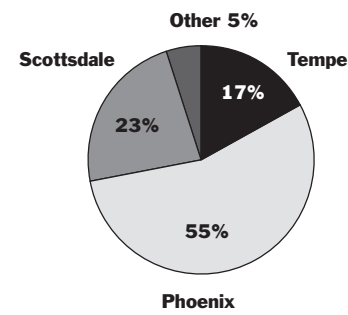


# BEST PLACES TO WORK - medium cos. 100-250 employees

**Ranking:**  
Employee surveys ranked by Quantum Market Research Inc.<sup>1</sup>

# The List

## WHERE THEY ARE



Best Places to Work in the Valley by city for companies of all sizes:

Source: The List

Rank 2004	Company Name Address	Web address	Industry type	Number of employees Full-time Part-time	Unique practices and benefits
1	<b>The Ritz-Carlton Hotel Co. LLC</b> 2401 E. Camelback Road Phoenix 85016	www.ritzcarlton.com	hospitality	241 0	open appeal/issue resolutions process in which all emp. given right to open door process with three stages: 1 - talk with mgr./super. without repercussion; 2 - peer review panel randomly selected by emp. consists of volunteer emp. trained and certified to provide honest and fair decisions; 3 - arbitration, each lady and gentleman (as emp. are referred to) is empowered with \$2,000 to correct any problem with guest service - without question
2	<b>Arizona Spine and Joint Hospital</b> 4620 E. Baseline Road Mesa 85206	www.nshinc.com	health care, surgical care	75 26	company finds reasons to celebrate and make that part of daily communication; senior leadership and all managers have open door policy so that they are easily accessible to all employees; family atmosphere - close relationships with physicians and employees; patients treated as guests; hand picked, experienced and seasoned employees; employee involvement in decision making and process improvement; flexible hours
3	<b>Sleep America</b> 1202 N. 54th Ave., Ste.11 Phoenix 85043	www.sleepamerica.com	mattress retailer, bedding accessories	108 0	all associates take pride and participate in the various community service efforts led by president Debbie Gaby; company donates on behalf of its customers; previously used and damaged mattresses donated to St. Vincent de Paul Society for sanitation, refurbishment and recycling to needy people throughout Arizona; benefits include medical, dental, group life and 401(k) plan
4	<b>Shea Homes</b> 8800 N. Gainey Center Drive, Ste. 350 Scottsdale 85258	www.sheahomes.com	home builder	219 8	employer pays 93% of medical and dental premiums for full-time and part-time employees (part-time must work 30 hours); if an employee has terminally ill family member or another tragedy, we have allowed employees to donate time; flexible work arrangements - flextime, telecommuting, phase-in, part-time, compressed work week; casual days; fitness; discounts; mailing, wellness; phase-in from maternity leave as circumstances allow
5	<b>Wyndham Buttes Resort</b> 2000 Westcourt Way Tempe 85282	www.wyndham.com	hotel	190 50	award employees with Wynstar points for outstanding service: these are tickets with various point values that may be awarded on the spot and are redeemable for fabulous items such as Cuisinart, DVD players, etc.; departments take turns hosting a themed luncheon on a monthly basis where employees just celebrate being employees of the Buttes
6	<b>Gallagher &amp; Kennedy</b> 2575 East Camelback Road Phoenix 85016	www.gknet.com	legal services	224 2	company pays 90% of medical premium for PT and FT employees (PT must work 30 hours); company offers 401(k) and profit sharing plan with discretionary contributions by firm; annual on-site health fairs; flu shots; continuous wellness programs; vacation or personal time may be donated to another employee who has exhausted his/her paid time; casual dress; massage; meals; sports; theatre; mailing; travel; wellness
7	<b>CB Richard Ellis</b> 2415 E. Camelback Road Phoenix 85016	www.cbre.com/phoenix	commercial real estate services	212 0	flextime, telecommuting, staggered in-and-out times, company e-mail may be accessed anywhere with access to Internet, summer-casual dress code, in-house concierge, on-site massage every other week, meals at department meetings held during the lunch hour, discounts, mailing, bagels/doughnuts on Fridays, office shoe shine, flu shots, stress relievers on-site (Pop-a-Shot, Foosball, billiards table, TV/stereo), annual movie afternoon, craft classes
8	<b>Sundt Construction Inc.</b> 1501 W. Fountainhead Pkwy., Ste. 600 Tempe 85282	www.sundt.com	general contractor	244 0	long- and short-term disability, long-term care, wellness activities; \$2,500 benefit for employee owner and each dependent; health plan that is premium free; WorldDoc available 24/7; group rates for auto and home owners insurance; donation of accrued PTO time; flextime, telecommuting, alternate work hours; ethics hotline and EAP, open door policy; leadership training program; annual 'Academies' for development of its employees
9	<b>Cold Stone Creamery</b> 16101 N. 82nd St., Ste. A-4 Scottsdale 85260	www.coldstonecreamery.com	specialty ice cream	160 4	short- and long-term disability (100% paid by company), pet insurance, charitable events in which employees may participate with pay, free lunch the second Wednesday of each month, holiday gifts (monetary and non-monetary), weekly "EmPOWER lunches" to help empower and train employees and where company president answers any questions our employees may have, any training entirely paid for by company, predictive index
10	<b>The Art Institute of Phoenix</b> 2233 W. Dunlap Ave. Phoenix 85021	www.aipx.edu	post-secondary education	110 14	at Gallery Cafe employees enjoy food from student-run restaurant that prepares/serves gourmet menu items for lunch/dinner; monthly exhibits/receptions w/hors d'oeuvres; sommelier training offers classes on wine tasting to become certified wine expert; monthly career days; casual and diverse atmosphere with students attending from all parts of the world; professional masseuses; intense training and continuing education; wellness plan
11	<b>McCarthy Building Cos. Inc.</b> 80 E. Rio Salado Parkway, Ste. 310 Tempe 85281	www.mccarthy.com	general contracting, const. management, design/build	300 0	employee-owned, 401 (k), job-skills training, leadership training, tuition reimbursement, lodging at McCarthy condos when eligible
12	<b>Marsh</b> 3131 E. Camelback Road, Ste. 400 Phoenix 85016	www.marsh.com	global firm in risk and insurance services	103 1	personal insurance, legal assistance, 24-hour travel assistance program, home financing assistance, optional long-term disability, stock investment plan w/co. match, stock purchase plan, company-paid retirement plan, family resource program, matching gifts to education, tuition assistance, employee assistance programs, domestic partnering, summer dress code, flexible work schedules and telecommuting, social events, recognition programs
13	<b>Calence Inc.</b> 1620 W. Fountainhead Parkway, Ste. 400 Tempe 85282	www.calence.com	plans, provisions, builds, manages network solutions and IT infrastructure	103 5	pet insurance; unique practices include quarterly team events and an annual corporate retreat (100% company-wide participation - 2004 retreat was in San Diego); hosts an annual charity event
14	<b>Scottsdale Marriott at McDowell Mountain</b> 16770 N. Perimeter Drive Scottsdale 85260	www.scottsdalemarrriott.com	hotel rooms, restaurant, banquets, catering	130 18	free \$50,000 life insurance for all full-time associates; profit sharing retirement plan matches first 3% of associate contribution and 50% of next 3% of associate contribution; quarterly pancake breakfast hosted by general manager/leadership team; twice/year leadership team holds car wash for all associates; brag board to post note to brag about another associate: each associate who recognizes a co-worker rewarded with movie tickets
15	<b>Wespac Construction</b> 9440 N. 26th St., Ste. 100 Phoenix 85028	www.wespacconstruction.com	general contracting, tenant improvement, site development, design/build, renovat.	116 6	provides knowledge, leadership, enthusiasm, diversity to every client; instills growth, challenge, learning and enjoyment to employees; emphasizes family/education; pays full med. ins. emp./families; Wespac Univ. offers every employee a full-range of job- and skill-related training; provides Franklin Covey/Dale Carnegie training; supports employee involvement in numerous charitable initiatives and encourages giving back to the community
16	<b>Greenberg Traurig LLP</b> 2375 E. Camelback Road, Ste. 700 Phoenix 85016	www.gtlaw.com	legal services	134 1	tuition reimbursement program; domestic partner benefits; firm pays 90% of employee medical benefits; staff enrichment team; bi-monthly movies/pizza/desserts at lunch; all-employee-managing shareholder quarterly meetings
17	<b>Jennings Strouss &amp; Salmon PLC</b> 201 E. Washington St., 11th floor Phoenix 85004	www.jsslaw.com	law firm	185 6	Holiday Helpers group works as a team to raise money to fund charitable causes and build comradery in the firm; hosted employee lunches and birthday parties; health club membership subsidy; 100% payment for unused personal time; accrued time off may be donated to co-workers in crisis; free covered parking.
18	<b>Goodmans Interior Structures/ G2 Office Furniture Market</b> 1400 E. Indian School Road Phoenix 85014	www.goodmans.info	office furniture, modular elec. sys., raised access floors, moveable walls, underfloor air condition.	154 1	company pays attention to details of workplace design and demonstrates its commitment by using the physical space to communicate that commitment in a tangible way; company accomplishes this by designing effective furniture layouts that match the culture and work process of individual people and choosing the right workstation, seating and filing products that contribute to a healthy and productive office
19	<b>MFS Investment Management</b> 2411 W. Peoria Ave. Phoenix 85029		mutual funds	160 0	pays 100% of employee's and his/her family's health care benefits from first day of employment, defined benefit plan for each employee, up to two paid days off to do volunteer work each year; every employee has a personal development plan that they and their supervisor have put in place yearly; supports the "Marley House Back to School Event": backpacks filled w/school supplies and given by MFS volunteers at event held before school starts

<sup>1</sup> Companies are selected primarily on their employees' responses to surveys conducted by Quantum Market Research Inc. Companies were not to include seasonal, temporary or contract workers in the employment figures they provided.

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