

THE 100 BEST COMPANIES

Employees were surveyed by Gilmore Research Group, which determined an initial ranking. A panel of judges reviewed these results to determine final rankings. Quotations are from actual employees.

NONPROFIT COMPANIES

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
1	Holy Names Academy, Seattle, holynames-sea.org	Catholic high school for girls, founded in 1880 by Sisters of the Holy Names of Jesus and Mary	72	Liz Swift	WE	RR
2	Career Path Services, Spokane, careerpathservices.org	Provides information to make job searches and employee recruiting easier and more efficient	87	George Iranon	LE	RR
3	SightLife, Seattle, sightlife.org	Eye bank providing cornea tissue for transplant and working to eliminate corneal blindness worldwide	75	Monty Montoya	B	RR
4	Washington Technology Industry Association, Seattle, wtia.org	Trade organization promoting Washington as a place to start and grow technology companies	11	Susan Sigl	LE	HR
5	Workforce Development Council Snohomish County, Everett, wdcsc.org	Agency investing government and private monies to aid competitiveness and boost employment	20	Sue Ambler	WE	RR
6	Bellwether Housing (formerly Housing Resources Group), Seattle, bellwetherhousing.org	Provides affordable housing to low-wage working people and low-income seniors	81	Sarah Rick Lewontin	C	RR
7	Pacific Medical Centers, Seattle, pacificmedicalcenters.org	Multispecialty nonprofit health care organization offering primary and specialty care services	680	Harvey Smith	TE	RR

"Great education opportunities."

SMALL COMPANIES (up to 30 employees)

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
1	Exclaim LLC, Seattle, exclaimllc.com	Full-service advertising, design, public relations and new media agency	8	John Schuler, Mai Li Lee	WE	RR
2	Addioz Corporation, Bellevue, addioz.com	Provides niche technical recruiting, executive search and corporate training solutions	12	Jason Devereaux, Mark Ellison-Taylor	B	TE
3	Atlas Coffee Importers, Seattle, atlascoffee.com	Importer and warehouse of high-end green coffees	10	Craig Holt	B	HR
4	Decide.com, Seattle, decide.com	Helps consumers shopping for electronic goods to determine the best time to buy	28	Mike Fridgen	CC	TE
5	SwitchPoint LLC, Seattle, switchpointllc.com	Management consultancy specializing in health care and nonprofits	10	Ted Schneider, Brian Leslie	LE	B
6	Artitudes Design, Issaquah, artitudesdesign.com	Full-service graphic design agency specializing in executive presentations and branding	12	Andrea Heuston	B	PS
7	Sales Talent Inc., Mercer Island, salestalentinc.com	Recruiter specializing in mid- to senior-level sales professionals and managers	5	Chris Carlson	RD, LE	B
8	Milepost Consulting, Seattle, milepostconsulting.com	Management consultancy specializing in green issues and sustainability	11	Dune Ives	LE	B
9	Substantial, Seattle, substantial.com	Creative technology firm blending user experience, design and engineering for web applications	28	Paul Weissman	WE	RR
10	Agiliant, Kirkland, agiliant.com	Provides highly complex, tightly integrated Information technology services and solutions	30	Gary Stevens	RD	B
11	Coldstream Capital Management, Bellevue, coldstream.com	Provides wealth management services to affluent individuals and families	30	Kevin Fitzwilson	LE	HR
12	Image Source Inc., Kirkland, imagesourceteam.com	Designer and maker of promotional merchandise items and apparel	24	Brian Haner	RD	RR
13	Jibe Consulting, Bellevue, jibeconsulting.com	Consultancy specializing in business intelligence and enterprise performance	20	Shane Moncrieff	LE	TE
14	Symform, Seattle, symform.com	Provides cloud storage services at prices comparable to local data center storage	27	Matthew Schiltz	RD	TE
15	Another Source, Seattle, anothersource.com	Employment referral service specializing in entrepreneurial and midsize organizations	8	Marcie Glenn	C	HR
16	Attunix, Bellevue, attunix.com	Software consulting firm specializing in web, mobile and cloud applications	17	Matthew O'Donnell	RD	RR
17	Brightlight Consulting, Redmond, brightlightconsulting.com	Business intelligence and data warehousing consultancy focused on building an information strategy for clients	28	Mark Kettering	LE	HR

"Leadership gives us the tools, the opportunities and the confidence to be creative."

"Every day here is filled with fun!"

"An amazing organization."

SMALL COMPANIES (up to 30 employees)

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18	Korrio Inc., Seattle, korrio.com	Harnesses next-generation web technology to simplify the lives of children, parents and coaches involved in youth sports	22	Steve Goldman	LE	TE
19	Produxs, Seattle, produxs.com	Uses art and science to create mobile and web applications for e-commerce transactions	10	Aaron Burnett, Ken Hunt	LE	TE
20	206inc, Seattle, 206inc.com	Full-service agency specializing in nontraditional marketing, branding, social media, public relations and event production	26	Steve McCracken	WE	RR
21	Wexley School for Girls, Seattle, wexley.com	Advertising agency specializing in offbeat approaches to finding the right client strategy	30	Ian Cohen, Cal McAllister	LE	HR
22	CFO Selections, Bellevue, cfoselections.com	Consultancy specializing in recruiting senior-level financial professionals for small and midsize companies	30	Tom Varga	CC	B
23	Adams & Associates/ADD Staffing, Seattle/Yakima, adamsandassoc.com, addstaffingyakima.com	Staffing service specializing in finance, administrative, light industrial, professional and technical personnel	17	Susan Ahrens	WE	C
24	Cozi, Seattle, cozi.com	Online and mobile calendar and organization service for busy families	28	Robbie Cape	LE	RR
25	Chef'n Corporation, Seattle, chefn.com	Designer of innovative houseware products such as the PepperBall and the PalmPeeler	25	David Holcomb	B	HR
26	E.E. Robbins Engagement & Wedding Rings, Seattle, eerobbins.com	Jeweler specializing in engagement and wedding rings	28	Emerson Robbins	LE	B
27	Optify, Seattle, optify.net	Provides inbound marketing software to help marketers reach more buyers and generate more demand	30	Brian Goffman	C	TE
28	BuzzBee Company, Seattle, buzzbee.biz	Strategic marketing consulting firm that guides companies in taking innovative technology products and services to market	23	Michele Bourdon Keeffe	C	RR
29	RootMetrics, Bellevue, rootmetrics.com	Data company that partners with consumers to measure the performance of mobile phone service providers	28	Bill Moore	RD	TE
30	Molly Moon's Homemade Ice Cream, Seattle, mollymoonicecream.com	Local chain of ice cream stores featuring traditional and nontraditional flavors	16	Molly Neitzel	B	TE
31	Genelex Corporation, Seattle, healthanddna.com	DNA testing laboratory offering accredited paternity tests, ancestry DNA tests and drug sensitivity genetic testing	28	Howard Coleman	RD	TE
32	Fierce Inc., Seattle, fierceinc.com	Global leadership development and training company that focuses on improving workplace communication	19	Halley Bock	B	RD

"The work environment is the most exciting I could possibly imagine."

"Two years and loving it more than ever."

MIDSIZE COMPANIES (31-99 employees)

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
1	Walsh Construction Co., Seattle, walshconstructionco.com	General contractor with offices in Seattle and Portland, specializing in affordable housing	67	Tom and Bob Walsh	WE	PS
2	Tangerine Travel, Bothell, tangerinetravel.com	Largest privately owned, full-service travel agency in the Pacific Northwest	60	Angela Lepley	WE	RR
3	WhitePages Inc., Seattle, whitepagesinc.com	Leading provider of contact information for people and businesses in the United States	88	Alex Algard	WE	HR
4	Wood Harbinger, Bellevue, woodharbinger.com	Employee-owned consulting firm providing mechanical, electrical and industrial systems engineering services	97	Robert Axley	WE	PS
5	Affirma Consulting, Bellevue, affirmaconsulting.com	Business technology consulting firm offering business, technology, creative and staffing services	33	Michael Brown	RD	RR
6	BigDoor, Seattle, bigdoor.com	Creator of customizable game-oriented rewards programs that increase user loyalty and engagement	32	Keith Smith	RD	RR
7	Stratos Product Development, Seattle, stratos.com	Product development, design and strategy consultancy specializing in medical and consumer electronic products	50	Allan Stephan	WE	TE
8	GreenRubino, Seattle, greenrubino.com	Full-service communications/marketing firm	35	Cam Green, John Rubino	LE	TE
9	ExtraHop Networks, Seattle, extrahop.com	Provides network-based application performance management solutions to ensure that business-critical transactions do not fail	70	Jesse Rothstein	RD	TE
10	Arryve, Redmond, arryveconsulting.com	Management consultancy focusing on thought leadership and bringing business engineering to the forefront	55	Christopher Smith, Chris Stephenson	PS	RR

"The leadership in my company is top notch."

"ExtraHop is the best tech startup in Seattle!"

"Tangible benefits are first rate for a company this size."

MIDSIZE COMPANIES (31-99 employees)

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
11	Zumobi, Seattle, zumobi.com	Mobile media company that provides integrated advertising on smartphones and connected devices	35	Ken Willner	WE	TE
12	Piraeus Data, Seattle, piraeusdata.com	Information technology services firm focused on business intelligence, custom development and manage consulting	35	Mark D'Arcy	WE	RR
13	Avvo, Seattle, avvo.com	The Web's largest expert-only legal and health Q&A forum and professional directory	60	Mark Britton	WE	TE
14	Tecplot, Bellevue, tecplot.com	Delivers visualization software for engineers and scientists to analyze, discover and communicate results	44	Mike Peery	C	RR
15	Bader Martin, Seattle, badermartin.com	CPA and advisory firm serving affluent families, closely held businesses, entrepreneurs and nonprofit organizations	66	Walter Smith	TE, WE	RR
16	Groundspeak, Seattle, groundspeak.com	Inspires outdoor play by using location-based technology and bringing geocaching communities together	63	Jeremy Irish	B	RR
17	MCM, Seattle, mcmnw.com	One of the largest privately held benefits consulting and insurance brokerage firms in the Northwest	63	John Meisenbach	B	PS
18	Rainier Investment Management, Seattle, rainierfunds.com	Employee-owned investment firm dedicated to enhancing client returns through identification of growth companies	66	Kurt Polk, James Ridgeway	WE	HR
19	Measurement Technology Northwest/Engineered Compost Systems, Seattle, mtnw-usa.com; compostsystems.com	Manufacturer of sophisticated testing and measurement systems; maker of stand-alone composting systems	41	Tim O'Neill	WE	HR
20	Noetix Corporation, Redmond, noetix.com	Provides software that automatically generates metadata from enterprise applications, enabling immediate access to data	62	Morris Beton	RD	RR
21	Berntson Porter & Company, Bellevue, bpcpa.com	CPA and business consulting firm that provides tax, assurance and other services to closely held businesses	75	Robert Berntson	WE	RR
22	Knowledge Anywhere, Bellevue, knowledgeanywhere.com	Creates knowledge solutions for business, specializing in anywhere-anytime learning and interactive experiences	35	Charlie Gillette	RD	TE
23	Stokes Lawrence, Seattle, stokeslaw.com	Law firm providing service to individuals, families and businesses	87	Kelly Twiss Noonan	WE	RR
24	Brighton Jones, Seattle, brightonjones.com	Provides financial advisory services to individuals and families of substantial wealth and assets	36	Charles Brighton, Jon Jones	RD	RR
25	Flex-Plan Services, Bellevue, flex-plan.com	Provides comprehensive benefits administration to businesses in the Northwest	56	James Aitken	WE	RR
26	HPG, Seattle, hpgroupllc.com	Finds, trains and connects people and professionals around health care experiences	39	Robin Shapiro	PS	TE
27	Tamarac Inc., Seattle, tamaracinc.com	Provides investment strategy software and on-site consultancy for wealth management and investment advisory practices	78	Stuart DePina	RD	TE
28	GGLO, Seattle, gglo.com	Integrated design firm practicing architecture, interior design, landscape architecture, planning and urban design	81	Jeff Foster	WE	RR
29	Aronson Security Group, Seattle, aronsonsecurity.com	Provides security solution integration, including IP video, access control, doors and more for multiple market sectors	48	Philip Aronson	LE	TE

"We get free lift tickets, so I get paid to snowboard - anywhere, anytime."

"Love my coworkers!"

"I feel valued and effective in the workplace."

LARGE COMPANIES (100 or more employees)

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
1	Apptio, Bellevue, apptio.com	Leading independent provider of on-demand Technology Business Management solutions for managing the business of IT	145	Sunny Gupta	RD	TE, RR
2	Baker Boyer Bank, Walla Walla, bakerboyer.com	Washington's oldest bank, founded in 1869 by Dr. D.S. Baker and John F. Boyer	170	Megan Clubb	WE	HR
3	Synapse Product Development, Seattle, synapse.com	Solves engineering challenges for the world's leading consumer electronics and life sciences companies	100	Scott Bright	RD	TE
4	Slalom Consulting, Seattle, slalom.com	Management consultancy offering business technology services	398	John Tobin, Brian Jacobsen	RD	B
5	Allyis, Kirkland, allyis.com	Offers technology development, professional staffing and managed team solutions	168	Jason Herman	WE	RR
6	Clark Nuber, Bellevue, clarknuber.com	Public accounting and consulting firm	148	David Katri	TE	RR
7	Sleep Country USA, Kent, sleepcountry.com	No. 1 mattress retailer in the northwestern United States	250	Dale Carlsen	RR	B

"After my first year at Clark Nuber, I knew this was a special place and that I wanted to finish my career here."

LARGE COMPANIES (100 or more employees)

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
8	thePlatform, Seattle, theplatform.com	Assists major digital media companies in managing and publishing their audio and visual material	160	Ian Blaine	B	TE
9	Heritage Bank, Olympia, heritagebankwaonline2.com	Commercial bank with 27 branches in Oregon and Washington	295	Brian Vance	WE	RR
10	Eagle View Technologies, Bothell, eagleview.com	Industry leader for remote area roof measurements	150	Chris Barrow	WE	RR
11	Society Consulting, Bellevue, societyconsulting.com	Data and technology consultancy focusing on product development, business intelligence and customer relationship	110	Chad Richeson	LE	RR
12	DocuSign, Seattle, docusign.com	The global standard for electronic signature on documents	195	Keith Krach	WE	TE
13	Greenpoint Technologies, Kirkland, greenpnt.com	Provides aircraft interiors for VIP, corporate and commercial airline clients	150	Scott Goodey	WE	HR
14	Projectline Services, Seattle, projectlineinc.com	Marketing consultancy focusing on content strategy, customer engagement, business intelligence and marketing operations	118	Mike Kichline	TE	RR
15	Burkhart Dental Supply, Tacoma, burkhartdental.com	Distributor of dental supplies and equipment	187	Lori Burkhart Isbell	LE	B
16	Family Home Care & Hospice, Liberty Lake, familyhomecare.org	Provides in-home professional health care, personal assistance and hospice care in the inland Northwest	161	Michael Nowling	WE	RR
17	Edifecs, Bellevue, edifecs.com	Provides health care software solutions to improve operational performance by streamlining the exchange of information	173	Sunny Singh	B	TE
18	The Everett Clinic, Everett, everettclinic.com	Offers primary and specialty health care at nine locations in Snohomish County	1500	Richard Cooper	WE	RR
19	Mutual of Enumclaw Insurance Company, Enumclaw, mutualofenumclaw.com	Property and casualty insurer licensed in Washington, Oregon, Idaho and Utah	463	Eric Nelson	B	PS
20	Columbia Hospitality, Seattle, columbiahospitality.com	Hospitality management and consulting company specializing in luxury hotel and resort management	280	John Oppenheimer	RD	RR
21	Seed IP Law Group, Seattle, seedip.com	Provides legal assistance in all areas of intellectual property, including patents, trademarks and copyrights	103	Karl Hermanns	WE	TE
22	Rhapsody International, Seattle, rhapsody.com	Leading provider of online subscription music in the United States	121	Jon Irwin	B	TE
23	Dade Moeller & Associates, Richland, moellerinc.com	Provides consulting services for assessing, preventing and controlling harmful exposure to radiation and hazardous agents	111	Matt Moeller	WE	HR
24	Varolii Corporation, Seattle, varolii.com	Designs cloud-based customer interaction management software systems	160	David McCann	B	TE

"I will never leave!"

"The benefits are excellent and I am happy to be here."

"This is the best group of people I have ever worked with."

"Very strong on communication and leadership."

COMPANIES HEADQUARTERED OUTSIDE WASHINGTON

#	COMPANY	DESCRIPTION	NO. OF EMPLOYEES	TOP EXECUTIVE IN WASHINGTON	HIGH*	LOW*
1	West Monroe Partners, Seattle, westmonroepartners.com	Consulting and professional services firm, headquartered in Chicago, IL	31	Tom Bolger	LE	B
2	Weber Shandwick, Seattle, webershandwick.com	Global public relations and crisis management firm, headquartered in New York City	60	Tim Fry	LE	RR
3	Buckland & Taylor Ltd., Seattle, b-t.com	Designer of all types of bridges, headquartered in Vancouver, BC, subsidiary of COWI Group, Denmark	15	Scott Roux	LE	HR
4	Pacific Continental Bank, Seattle, therightbank.com	Publicly traded bank company with assets of more than \$1 billion, headquartered in Eugene, OR	30	Robert Harding	LE	B
5	Grant Thornton, Seattle, grantthornton.com	Consultancy in auditing, corporate finance, risk management and information technology, headquartered in Chicago, IL	85	Scott Davison	TE	RR
6	Novo Nordisk, Seattle, novonordisk.com	Inflammation Research Center works on treatment of chronic inflammatory diseases; headquartered in Denmark	71	Per Falk	B	RR
7	Mountain View Funeral Home, Memorial Park and Crematory, Lakewood, mountainviewtacoma.com	Full-service mortuary/cemetery/crematory owned by NorthStar Memorial Group of Houston, TX	59	Kevin Wolfe	LE	RR
8	Astronics AES, Redmond, astronics.com	Designer of electrical power systems for aircraft and missile power systems. Subsidiary of Astronics Corp., East Aurora, NY	295	Mark Peabody	C	RR

"I wish more companies in the world were like ours."

*Highest- and lowest-scoring categories from employee surveys

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