

HR Magazine™

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Congratulations to
Stark Investments, No. 4
Best **Medium** Companies to Work for in America

This is our fifth year of publishing the 50 Best Small & Medium Companies to Work for in America. Through the years, we've noticed that great companies have a lot in common—such as great benefits, great communication, and great training and career development opportunities. They also demonstrate a high regard for their workforces by seizing chances to show employees how much they respect and value employees' hard work.

Fortunately, the attributes that make these companies great places to work can be replicated and adapted to a variety of industries. Learn more about the practices that distinguish the best places to work by reading our profiles of six winning companies. Each has a special approach to managing its human resources, and each offers valuable lessons.

The 50 companies were selected and ranked by the Great Place to Work® Institute Inc., a global workplace research and consulting firm headquartered in San Francisco. They are divided into two categories: small companies with 50 to 250 U.S.-based full- and part-time employees, and medium companies with 251 to 999 employees. The institute also selects *Fortune* magazine's annual list of the "100 Best Companies to Work For®" recognizing companies with more than 1,000 employees, as well as similar lists in 29 countries.

For more information, see the comprehensive charts of data for all 50 winners and the additional benchmark data. And go to www.shrm.org/hrmagazine to see videos of employees talking about why they love where they work.

To nominate your company for the 2009 list, go to <http://greatplacetowork.com>. The deadline for nominations is Aug. 15.

—The editors, *HR Magazine*

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BEST SMALL & MEDIUM COMPANIES TO WORK FOR IN AMERICA

How the Best Are Selected

For this year's competition, 280 companies participated in the entire selection process, including distributing a 57-question survey to their workforces, completing a management questionnaire, and submitting annual reports, employee handbooks and other materials for review. Employees' survey responses—39,012 this year—count for two-thirds of each company's total score. The remaining third of each score comes from the Great Place to Work® Institute's evaluation of companies in five areas: credibility, respect, fairness, pride and camaraderie.



In cooperation with



RANK	COMPANY	HIGHLIGHTS
2008 (2007)	Company Name Headquarters Industry Revenue (latest fiscal year)	Great Place to Work® Institute comments
4 (4)	Stark Investments St. Francis, Wis. Financial Services & Insurance \$362 million	Stark Investments. The company posts financial performance information on its intranet monthly. Throughout the summer, senior managers hold informal, twice-weekly seminars on management issues. Employees vote on which organizations receive charitable donations. www.starkinvestments.com

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 in March 2008.

