

THE LIST

Ranking based on satisfaction of a company's employees

This year's ranking of the 100 Best Places to Work in the Bay Area was the most competitive we've seen. Participation was up across the board and several companies missed the ranking by mere decimal points. Here's a breakdown of the ranking.

Size categories

The companies were categorized based on the size of their Bay Area workforce: The categories are:
 Giant companies: 3,000+ employees
 Big companies: 501-3,000 employees
 Medium-sized companies: 101-500 employees
 Small companies: 51-100 employees
 Smallest companies: 25-50 employees

Employee participation

We surveyed Bay Area employees only. To qualify, the employers needed to get employee participation based on

the following percentages.

Less than 50 employees: 85 percent participation required.
 51 - 150: 70 percent
 151 - 500: 50 percent
 501 - 1,000: 30 percent
 1,001 - 3,000: 15 percent
 3,001 - 5,000: 8 percent
 more than 5,000: 5 percent

The questionnaire

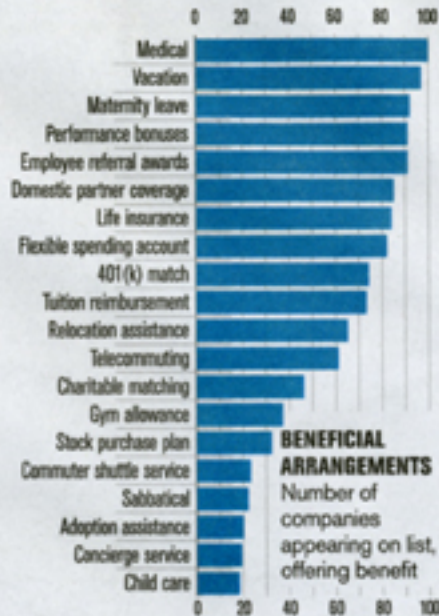
The company's scores were based entirely on their employees' responses to 37 multiple-choice questions. (See the questions on [page 4](#)) These ques-

tions measured employee satisfaction across 10 different categories, including: team effectiveness, retention risk, alignment with goals, trust with co-workers, individual contribution, manager effectiveness, trust in senior leaders, feeling valued, work engagement and people practices.

No benefit to benefits

Specific employee benefits were not a factor in the ranking, however, employees were asked to rate their satisfaction with their benefits. None of the companies were allowed to "sweeten" their scores with any marketing materials. This ranking is based entirely on the satisfaction of the company's employees.

— Director of Research Thomas Pisarek,
San Francisco Business Times



Best Places to Work in the Bay Area (51-100)

Rank	Company Address Phone Web site	Score	Bay Area employees	Business type/ Headquarters/ Year established	Top human resources executive in the Bay Area	Top executive in the Bay Area
1	The Orchard Hotels 665 Bush St., San Francisco 94108 (415) 362-8878 www.theorchardhotels.com	98.54	65	Hotel San Francisco 2000	Beth Comandao Operations manager	Stefan Muhle General manager
2	Primitive Logic 704 Sansome St., San Francisco 94111 (415) 248-0890 www.primitivelogic.com	97.73	60	Business consulting San Francisco 1984	Richard Nakano HR manager	Kevin Moos COO
3	AppleOne Employment Services 4825 Hopyard Road, Ste. 12, Pleasanton 94568 (800) 564-5644 www.appleone.com	96.43	80	Staffing services Glendale 1964	Debbie Guzman HR director	Daniel Kearney Vice president
4	OCSC Sailing 1 Spinnaker Way, Berkeley 94710 (800) 223-2984 www.ocsc.com	95.91	60	Sailing school Berkeley 1979	Richard Jepsen CEO	Anthony Sandberg President
5	RBF Consulting 500 Ygnacio Valley Road, Ste. 270, Walnut Creek 94596 (925) 906-1460 www.rbf.com	93.92	63	Civil engineering/planning Irvine 1944	Trinka Burdick Senior vice president HR	James McDonald President
6	Benziger Family Winery 1883 London Ranch Road, Glen Ellen 95442 (800) 989-8890 www.benziger.com	93.88	70	Winery Glen Ellen 1980	Jeanne Reiser HR director	Mike Benziger CEO
7	Degenkolb Engineers 235 Montgomery St., Ste. 500, Oakland 94104 (415) 392-6952 www.degenkolb.com	93.83	77	Structural engineering San Francisco 1940	Mark Berkowitz Corporate counsel	Chris Poland CEO
8	Triton Funding Group Inc. 1701 Novato Blvd., Ste. 107, Novato 94947 (415) 493-2601 www.tritonfunding.com	93.8	70	Mortgage broker San Francisco 1998	George Rosenfield Principal	George Rosenfield Principal
9	Morgan Miller Blair 1331 N. California Blvd., 2nd Floor, Walnut Creek 94596 (925) 937-3600 www.mmlaw.com	93.76	67	Law firm Walnut Creek 1985	Terri Jardine Director	Bruce Ring Chairman
10	Finnegan, Henderson, Farabow, Garrett & Dunner LLP 3300 Hillview Ave., Palo Alto 94304 (650) 849-6600 www.finnegan.com	93.56	66	Law firm Washington, D.C. 1965	Amy Dusbury Administrator	Jean Fordis Managing partner
11	W. L. Butler Construction Inc. 204 Franklin St., Redwood City 94063 (650) 361-1270 www.wlbutler.com	93.26	90	Construction Redwood City 1975	Margaret Esplana HR director	Frank York President
12	Method 637 Commercial St., Ste. 300, San Francisco 94111 (415) 568-4600 www.methodhome.com	93.21	57	Consumer packaged goods San Francisco 2001	Courtney Earl Director	Alastair Downard CEO