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Looking for a better job? Here are 60 employers that offer generous pay and benefits, interesting work, flexible schedules, friendly offices, and the chance to learn and grow.

Great Places to Work

How did we choose the Great Places to Work? ¶

We designed a survey, then made it available to any company—large or small, for-profit or nonprofit. We advertised the questionnaire in the magazine, on our Web site, and in newsletters. ¶ Once a company had filled out the application, we asked that a random and sizable sample of its employees take a separate online survey. Companies could not see the responses from employees. Both surveys were designed by Leora Lawton of TechSociety Research in Berkeley, California. ¶ We reviewed more than 225 companies, nonprofits, and

government agencies, and we read more than 16,000 employee surveys. Most workplaces that applied believe in being good places to work and are a self-selecting group, so decisions are not easy. ¶ We paid particular attention to turnover data, whether there had been layoffs, and employee-referral rates (you don't recommend a company to a friend if you don't like it). We weighted employee satisfaction heavily: Great benefits don't mean much if people don't like working there. ¶ We compared like with like—large companies with other large firms, small with small, nonprofit with nonprofit. ¶ We narrowed down the nominees and visited many of the contenders. A visit often revealed what we couldn't see on paper—for example, walls covered in company awards and employee photos. ¶ In the end, our Great Places to Work all scored very well on flexible schedules, good pay and benefits, employee development, interesting work, employee recognition, supportive managers, open communication, and collegial staffs. ¶ Just because a company isn't listed doesn't mean it's not a good place to work; many companies don't participate. Many that did apply but didn't make this list are still doing a lot right. ¶ Have an organization you want to nominate for next time? Send an e-mail with the subject line "Great place to work" to sdalphonse@washingtonian.com.

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Just Like Family

Most of us spend eight hours or more a day with our colleagues. So you should like the people you work with.

At all of our great places to work, people do. But at these six workplaces, there's an especially strong family feeling.

Some of that comes from long tenures. At **B. F. Saul**, the real-estate management and investment company, employees have been there an average of nine years. "When someone leaves, you feel like you have lost a member of your family," says Barbara Reifsnider, vice president of hotel accounting.



<ul style="list-style-type: none"> ■ Company ■ Location and Web Site ■ What It Does 	What Helps Give It a Family Feel	Total Staff Local/World	Hired In 2007 (Local)	Vacation/Personal Days to Start/Max	Staff Score on Flexibility (7=top)	Interesting Perks
B. F. Saul Company Bethesda; bfsaul.com Real-estate management and investment company	Average tenure is nine years.	268/1,539	50	10/20	6.44	Discounted hotel rooms; condo and beach house available at discounted rent; subsidized cafeteria; \$5,000 tuition reimbursement a year; formal ball; three-to-one retirement-plan match on first 2% of salary.

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