

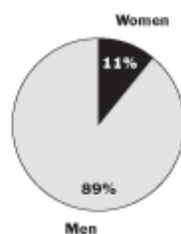
# BEST PLACES TO WORK -

small cos. 25 to 99 employees

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

# The List

## BY GENDER



A look at who holds the top post at the Best Places to Work in the Valley:

Source: The List

Rank 2005	Company Name Address	Telephone Web address	Local top executive, title	Total employees % women % minority	Industry type	Unique perks and practices <sup>2</sup>
1	<b>Acura North Scottsdale</b> 7007 E. Chauncey Lane Phoenix 85054 www.scottsdaleacura.com	480-538-4610	Jon Wiggins area vice president	53 20% 20%	new/used car sales, parts and service	free Sat. lunches, monthly empl. BBQ, Cold Stone Creamery birthday cakes every month, complimentary movie passes for birthdays, employee recognition program, "Rock Star of the Month" includes rock star parking/ movie passes, Starbucks coffee café on premises.
2	<b>Arizona Spine &amp; Joint Hospital</b> 4620 E. Baseline Road Mesa 85048 www.nshinc.com	480-832-4770	Lloyd Scarrow CEO	60 90% 10%	health care	incentives for meeting volume/profit projections, referral bonuses, full course meals from chefs for only \$2, celebrations for everything from holidays to no reason, movie tickets and dinner certificates for jobs well done, participation in decision making, family events
3	<b>Riester Robb</b> 802 N. Third Ave. Phoenix 85003 www.riester.com	602-462-2200	Tim Riester president, CEO	53 58.5% 3.8%	advertising, public relations and public affairs	on-site daycare, bring pets to work, cell phone reimbursement, tuition reimbursement, company parties, casual dress days, quarterly employee awards, "Top Dog" annual raises, ability to work with so many important charities, many clients in the entertainment industry
4	<b>Cosmopolitan Medical Communications</b> 5665 W. Beverly Lane Glendale 85306 www.cosmomag.com	602-368-6725	Margo Soll Weiss president	58 84% 39%	medical contract services	quiet room, personal internet access during breaks, extensive/ongoing paid training, free covered parking, smoke-free environment, health club discount, EAP, subsidized sick child care, perf./attendance rewards, full kitchen, team/mentoring based work environment
5	<b>Homeowners Financial Group USA LLC</b> 16427 N. Scottsdale Road, Ste. 290 Scottsdale 85254 www.homeownersfg.com	602-445-9100	William Rogers president	42 50% 20%	financing for mortgage loans	production bonus benefits: including certificates for nail/hair/tanning salons; day spas and massages; car washes/oil changes; dry cleaners; carpet cleaning; fast food/restaurants; sports packages; Starbucks; Einsteins; Petsmart; Home Depot; Westcor Mall
6	<b>Loreto Bay Company</b> 8767 E. Via de Ventura Scottsdale 85258 www.loretobay.com	480-443-8350	Jim Grogan president, CEO	61 67% 12%	real estate development	six weeks paid maternity leave, services of a prof. life coach; no official time off policy; employees are encouraged to take time off as needed as long as it doesn't affect deadlines; flextime, part-time, compressed work weeks and telecommuting, casual days and more
7	<b>Arizona Business Bank</b> 2700 N. Central Ave. Phoenix 85004 www.azbizbank.com	602-240-2700	Kevin Quinn president, COO	91 66% 16%	banking and financial services	each year, all employees given \$100 to donate to charity/encouraged to form teams to support walk-a-thons, races, etc. w/co. providing a match for funds raised; stock options on milestone anniversaries (5, 10, 15 years etc.); free health fair is held each year
8	<b>Arrington Watkins Architects</b> 5240 N. 16th St., Ste. 101 Phoenix 85016 www.aearch.com	602-279-4373	David Watkins principal	27 32% 3.8%	architecture	100% paid health benefits for employee; annual company retreat; pre-paid legal service (empl. paid); identity theft protection (empl. paid); AFLAC Pat Insurance (empl. paid)
9	<b>R&amp;R Partners</b> 17785 N. Pacesetter Way Scottsdale 85255 www.rpartners.com	480-317-6040	Mark Hegel vice president	31 61% 10%	advertising, public relations, public affairs	paid time off for volunteering/prof. dev.; carpool awards (cash or gift cards); bring your dogs to work; flextime/telework options; Employee of the Month Award; Longevity Awards; Star Awards, and more; Costco-stocked snack pantry, holiday party; R&R University
10	<b>Cities West Publishing</b> 8501 E. Princess Drive, Ste. 190 Scottsdale 85255 www.phoenixmag.com	480-664-3960	Bill Phalen CEO, chairman	56 80% 3%	magazines	free lunches, paid time off for volunteering, company field trips, incentive trips and surprise 1/2 days every so often.
11	<b>Lifewise Health Plan of Arizona</b> 4343 N. Scottsdale Road, Ste. 355 Scottsdale 85251 www.lifewiseaz.com	480-425-2261	Cliff Klima president, CEO	31 56.7% 13.3%	health, life, disability, dental and stop loss insurance	friendly people to work with, Monday coffee, veggies and bakery products, and frequent celebrations to recognize successful achievement of notable objectives.
12	<b>Westland Title Agency of Arizona LLC</b> 7720 N. 16th St., Ste. 300 Phoenix 85020 www.westlandtitleaz.com	602-749-7009	Thomas Davis president	80 87% 13%	title and escrow	president holds monthly/quarterly meetings, and quarterly lunch meetings; open dialog, referral bonuses, limited flextime policy, casual Fridays, co. sponsored ski trips; 50/50 raffle; holiday celebrations, annual picnic, ice cream socials, fully-stocked kitchen
13	<b>Scottsdale Convention and Visitors Bureau</b> 4343 N. Scottsdale Road, Ste. 170 Scottsdale 85251 www.scottsdalecvb.com	480-545-5151	Rachel Sacco CEO	39 35% WMD	convention services	100% employer paid medical, dental and vision insurance for employees; 2 weeks vacation after 1 year of service, 10 sick days per year and 2 weeks paid maternity/paternity leave up to a maximum of 12 weeks; spot awards for innovation and superior customer service
14	<b>Moses Anshell</b> 20 W. Jackson St. Phoenix 85003 www.mosesanshell.com	602-254-7312	Jos Anshell CEO	39 62% 10%	advertising, marketing, public relations	principals paid for the entire 30% increase in all employees' 2005 health care insurance; company-funded Diamondbacks games and barbecues on a regular basis; indoor basketball court, casual dress code, dogs/children are welcome, all-you-can-eat snacks
15	<b>Lovitt &amp; Touché Inc.</b> 5090 N. 40th St., Ste. 200 Phoenix 85018 www.lovitt-touche.com	602-778-7055	Charles Touché CEO	60 90% 20%	insurance and bonds	jumping through hoops award; Employee Assistance Program; employee referral program; birthday lunches; flex days; employee education awards.
16	<b>Ironstone Bank</b> 7001 N. Scottsdale Road, Ste. 135 Scottsdale 85253 www.ironstonebank.com	480-624-0701	Michael Stadron area vice president	25 51% 28%	commercial bank/ medical, dental, professional	free lunches, quarterly award functions, open and pleasant working environment with a family atmosphere; weekly opportunities to receive incentives based on team growth; every employee @ IronStone engaged in the growth of the company
17	<b>Marsh USA Inc.</b> 3131 E. Camelback Road, Ste. 400 Phoenix 85016 www.marsh.com	602-337-6358	Thomas Hartley office head	84 65% 5%	risk and insurance services firm, global risk mgmt./consulting	internally, we strive for a solid work team, supporting an extended list of activities such as a company softball team, employee recognition celebrations, pancake breakfasts, off site luncheons, fun sporting events, summer dress code and flexible summer work hours
18	<b>Clifton Gunderson LLP</b> 3003 N. Central Ave., Ste. 500 Phoenix 85012 www.cliftoncpa.com	602-266-2248	Richard Goldenson, managing partner, SW Client Service Ctr.	62 27% 5%	certified public accountants and consultants	flexible work arrangements, including compressed workweeks and telecommuting; monthly activities such as lunches, bowling, pumpkin carving contests and happy hours; monthly charity events; \$4,000/year towards tuition assist, and \$2,000/year towards prof. cert.
19	<b>State Mortgage</b> 4250 N. Drinkwater Blvd. Scottsdale 85251 www.statemortgage.net	480-945-4400	Roy Meshel president	73 61% 14%	mortgage lenders	shared bonus program for processors/lenders; quarterly reward/recognition meeting company wide participation at an offsite location involving some light hearted entertainment; during the busy season, our company provides massage therapist for all employees
20	<b>air Marketing</b> 1700 W. 10th Place Tempe 85281 www.hmireads.com	480-736-4802	Elaine Ralls President	30 50% WMD	comprehensive marketing and advertising services	pro bono clients and employee-chosen charitable activities; free lunches monthly; random, informal gatherings, including bowling, happy hours and movies; flexible work hours; creative, interactive monthly meetings; investments in training and professional development
21	<b>Alliance Bank of Arizona</b> 2701 E. Camelback Road, Ste. 110 Phoenix 85016 www.alliancebankofarizona.com	602-952-5400	Jim Lundy president, CEO	60 48% 19%	business banking, commercial lending, real estate services	employee nights; AZ Diamondbacks/Tucson Sidewinders; social committee; miniature golf tournaments/bowling; catered lunch every month end; morning pastries/pizza parties; holiday party; paid time off for volunteering with community and civic organizations
22	<b>Ensynch</b> 125 S. 52nd St. Tempe 85281 www.ensynch.com	480-894-3584	Kurt Bunney CEO	75 16% 19%	IT consulting services, datacenter solutions, IT staffing	paid time off for volunteering; 100% paid health benefits; company gives a \$25 gift certificate on employee birthdays; new in 2005: company profit sharing plan; annual Holiday party features MVP awards; annual summer party is disco-themed.
23	<b>Palmer's Plumbing</b> 13246 N. 113th Ave. Youngtown 85363 www.palmersplumbing.com	623-933-1375	Robert Freund president, CEO	31 20% 25%	plumbing, AC & heating, kitchen/ bath remodel	consistent team building activities; tool reimbursement program; paid vacations and holidays; management holds incentive contests and provide ongoing training which includes role playing; employee recognition for outstanding perf. and compliments from customers.
24	<b>Santa Barbara Catering Co.</b> 1090 W. Fifth St. Tempe 85281 www.santabarbaracatering.com	480-921-3150	Pat Christofolo president, CEO	25 12% 13%	food service, catering	free lunch every day! a casual yet professional atmosphere, flexibility, and lots of interaction with the owner.
25	<b>Spherion</b> 4343 N. Scottsdale Road, Ste. 365 Scottsdale 85251 www.spherion.com	480-776-3311	Sean Ebner, Cheryl Compton, regional directors	43 68% 29%	staffing/consulting; acctg./fin., IT, sales/ mktg., admin./clerical	annual trips for top performers; ongoing industry training; discounted additional benefits: home & auto insurance, fitness memberships, free will preparation, travel, computer purchases, etc.

Source: Quantum Market Research Inc. WMD - would not disclose. EAP - Employee Assistance Program  
<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. <sup>2</sup> Only a partial listing of the many special

perks, benefits and perks offered by these companies.  
**NOTE:** Nearly all companies offer basic benefits: 401K, tuition, medical, dental, etc. For purposes of this list we were looking for the more unique programs and services.  
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every attempt is made to ensure the thoroughness and accuracy of the list, errors and omissions sometimes occur. Please send corrections or additions to company letterhead to Andy Trumbull, 301 North First Ave., Ste. 2300, Phoenix 85003.