

The Top 10...

Rank	Company	# of Employees	Among Its "Best" Features
1	F.A. Davis Co.	135	All employees get an equal profit share based on a percentage of gross wages (8.5% in 2007 and 4% in 2008). Flexible work schedules. Exempt employees can work from home one to three days per week. Half-day Fridays, April through October. Hosts a "Reach the Beach" fitness competition and weekly lunch-time group walks. Volunteer committee organizes support for charities.
2	Hachette Book Group	943	\$1,000 bonuses for new-hire referrals. Employee contribution to health coverage is based on a percentage of salary, not a flat rate. Flexible Work Arrangements program provides an option to work from home one or more days per week. Read Aloud program lets volunteer employees read each week at an elementary school in East Boston. Pool and ping-pong tournaments; softball teams in Boston and New York.
3	C&T Publishing	45	Ergonomic workspaces. Paid time off for professional-development classes. County-certified "green" business; planning to convert to solar power in 2010. Weekly meetings begin with "job well done" recognition. Family and pets are "welcome to visit," and pets who need temporary, full-time care can spend the day in the office with the employee.
4	Human Kinetics	306	Company pays 100% of medical and prescription coverage (80% for dependents). \$1,000 bonus for new-hire referrals. Fully stocked on-site fitness center, ping-pong table, outdoor basketball and tennis courts. Half-price fitness programs, including personal training, group cardio, yoga and tai chi. Annual fitness contest with grand prizes such as all-expense-paid trips to New York and California.
5	W. W. Norton & Co. Inc.	261	\$1,000 bonus for new-hire referrals. Employees contribute 1% of salary (pre-tax) for health coverage. 13% of head-office workforce telecommutes full or part time. 100% tuition coverage on approved courses. Half-day Fridays during summer months. Office closes between Christmas and New Year's.
6	Chronicle Books	160	Local, organic fruit delivered weekly. Yoga classes. Sends 10 employees to New Orleans each year to support Habitat for Humanity. "Green" practices, such as photovoltaic panels on the building's roof; furniture (including the carpet) made from recycled materials; and part of the Book Industry Environmental Council, which works to develop environmental industry standards.
7	InterVarsity Press	85	Adoption assistance (\$5,000 per adoption). In-house training seminars for supervisors several times per year. Annual two-day, off-site retreat. Employees "supported by love and prayer during difficult times." Open management style regarding finances and company business.
8	University of Arizona Press	22	The university's Life/Work Connections program includes dependent-care resources and financial assistance, subsidized professional nanny care for sick children, health and wellness screenings, nutritional counseling, elder-care support and more. Most books meet Forest Stewardship Council-certification standards for recycled content.
9	Liguori Publications	59	Incorporated a "complete transparency" program, with a monthly company meeting and quarterly review of financials with all employees. Free classes for career and skill development—currently, 300 classes are offered, from Microsoft Office instruction to more involved management training.
10	Prestwick House	30	Philosophy that there cannot be true customer satisfaction in the absence of employee satisfaction. Bonus pool (18% of adjusted net profit) split equally among all employees (employed for at least one year); in 2008, the bonus was \$12,000 per employee. Operational transparency. "Inter-departmental Employee Advisory (I.D.E.A) Committee" ensures that good ideas and suggestions get the attention they deserve.