

HR Magazine™

JULY 2008

SHRM.ORG



Best
Small &
Medium
Companies to
Work for in
America

Congratulations to
Gibbons PC

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 |
| 25 (new) | Gibbons PC Newark, N.J. Professional Services \$96 million | Gibbons PC. This company is proactive in increasing the number of female leaders at the firm. Employees are encouraged to resume their legal careers after starting families; working part time will not impede career advancement at the firm. www.gibbonslaw.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.

In the Company's own words

Gibbons is a top law firm in the New York, New Jersey, Philadelphia and Delaware metropolitan regions and is ranked among the nation's top 200 firms by *The American Lawyer*. The firm provides transactional, litigation, and counseling services to leading businesses nationwide.

The firm was recently ranked one of the top 50 firms nationwide for working women by *Working Mother* magazine, and among the top 100 firms in the nation for diversity by *Multi-Cultural Law* magazine. The firm has also been recognized among the Best Places to Work in America, as well as in New Jersey and Pennsylvania. Gibbons maintains offices in Newark, New Jersey; New York, New York; Trenton, New Jersey; Philadelphia, Pennsylvania; and Wilmington, Delaware.

For more information visit www.gibbonslaw.com

