

Looking for a better job? Here is one employer that offers 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. ¶

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*There is no association between this article and the San Francisco consulting firm that uses the trademark GREAT PLACE TO WORK®.*

## Winning Law Firms

Employees at **Dickstein Shapiro** ([dicksteinshapiro.com](http://dicksteinshapiro.com)) also enjoy a supportive, family-friendly, and challenging but laid-back culture. Good work, they say, is rewarded, often with generous bonuses. Pro bono projects are encouraged—another reason attorneys are proud to work here.

The DC staff of 700 works out of an I Street office with a rooftop deck, a gym, and a subsidized cafeteria that employees call terrific. Quality-of-life initiatives are top-notch: There are chair massages, happy hours, yoga, softball, Spanish lessons, and a subsidized Starbucks kiosk.

"The firm is committed to making the workplace an enjoyable place to be," says partner Matt Bergman.

—SHERRI DALPHONSE AND KIM EISLER

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