



A Free Profit-Maker

It's obvious that the Best Places to Work program is a great tool to make your employees happy. But it will also make your owners or shareholders happy because BPTW helps improve the bottom line. Here's how:

The core of the program is an anonymous, scientific survey of your employees. They are asked what they like and don't like about your company, and anonymity allows them to be fully honest.

Whether or not you make the list of Hawaii's Best Places to Work, you get the results of the survey for free. An even more extensive and valuable report comes with a small fee.

Those reports are powerful tools for improving your organization. Many companies that didn't make the list in their

initial tries say they used the reports to refine their staff policies, compensation and benefits, and other programs – sometimes at no extra cost – to create a happier, more productive and more profitable company.

It's no surprise that our annual BPTW issue is always our bestseller – people want to work for a great company and Hawaii's Best Places to Work get to hire the cream of the crop and keep those top employees. That's a guarantee of success.

BPTW can work for you. Sign up now for the annual program at hawaiiibusiness.com/BPTW.

– Steve Petranik
Editor, *Hawaii Business*

Large Companies

150 or more employees

RANK	COMPANY Headquarters Website	HAWAII EMPLOYEES Part Time % Female	AVERAGE ANNUAL PAY SALARIED ¹ Non-Salaried	PAID HOLIDAYS Paid Vacation ²	MEDICAL COVERAGE	VOLUNTARY TURNOVER PREVIOUS YEAR	401k/403b Company Match	WHY THEY ROCK
1	Shell Management Hawaii Inc. Northbrook, IL www.shellhospitality.com	267 10 55%	\$60,293 \$29,700	6 13 ³	Co./Emp. Shared Cost	64%	Yes No	This hospitality management company has a corporate director of training who helps employees prepare for career advancement.
2	Island Insurance Company, Ltd. Honolulu, HI www.islandinsurance.com	186 3 64%	\$75,798 \$35,367	8 10	Co. Pays 100%	8%	Yes Yes	This locally grown insurance company rewards employees with complimentary tickets to UH football, baseball, basketball and volleyball games. Sometimes, the company rents an entire theater so employees and guests can enjoy a movie for free.
3	Monsanto Hawaii St. Louis, MO www.monsanto.com	725 2 41%	\$67,747 \$31,323	8 10	Co./Emp. Shared Cost	3%	Yes Yes	This agricultural multinational regularly conducts a "global town hall," which is broadcast live via the Internet, where employees can submit questions to the CEO.
4	HawaiiUSA Federal Credit Union Honolulu, HI www.hawaiiusafcu.com	274 17 73%	\$52,000 \$29,000	12 10	Co. Pays 100%	22%	Yes Yes	Last Thanksgiving, this 70-year-old credit union gave all employees a \$25 grocery gift card for themselves and \$50 in cash for someone who needed a helping hand. It was all done on the honor system, and many employees even donated their grocery card to needy families.

1. Salaried and non-salaried correspond to legal designations OT Exempt and OT Non-Exempt. 2. Vacation days after one year of employment. 3. Company does not offer vacation time. Instead, it offers Paid Time Off, a lump sum of vacation, sick and personal days to be used at the employee's discretion.



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		EMPLOYEES Part Time % Female	ANNUAL PAY SALARIED ¹ Non-Salaried	HOLIDAYS Paid Vacation ²	COVERAGE	TURNOVER PREVIOUS YEAR	Company Match	
5	Castle Medical Center Roseville, CA www.adventisthealth.org	594 186 77%	\$84,670 \$49,628	10 15 ³	Co. Pays 100%	8%	Yes Yes	To help employees balance personal and work lives, Castle offers telecommuting, job-sharing and compressed work schedules. In fact, many employees work three 12-hour days a week, which is still considered full time.
6	Waianae Coast Comprehensive Health Center Waianae, HI www.wcchc.com	401 66 79%	\$60,000 \$35,000	10 17 ³	Co. Pays 100%	18%	Yes Yes	As the largest employer on the economically depressed Waianae Coast, this health center plays a critical role in the community. Eighty percent of the employees live in the service area, and the center's \$1.2 million payroll is an important economic stimulus.
7	Hawaiian Telcom Honolulu, HI www.hawaiiantel.com	1,448 15 42%	\$80,970 \$56,810	7 10	Co./Emp. Shared Cost	4%	Yes Yes	For companies under the duress of bankruptcy reorganization, sometimes the best thing you can offer employees is honesty. Recently, the company held a live, statewide video-conference, so all employees could see and hear the "State of the Company" from the president and CEO.
8	Maui Divers Jewelry Honolulu, HI www.mauivers.com	322 101 85%	\$78,000 \$28,700	6 15	Co./Emp. Shared Cost	40%	Yes Yes	The state's largest jeweler encourages its employee/owners to volunteer. If their charitable volunteering takes place during work hours, the company still pays their salaries.
9	Hawaii State Federal Credit Union Honolulu, HI www.hawaiiatafcu.com	205 8 76%	\$71,173 \$36,802	14 10	Co./Emp. Shared Cost	10%	Yes Yes	Sometimes old-fashioned benefits are hard to beat. Employees at this credit union receive a profit-sharing contribution equal to 9.5 percent of their salary, and a 25 percent match on their 401k, up to 1 percent of their base pay.
10	Servco Pacific Inc. Honolulu, HI www.servco.com	874 47 29%	\$77,400 \$44,900	10 10	Co./Emp. Shared Cost	7%	Yes Yes	To keep the lines of communication open in this conglomerate, the company holds "town meetings" with the CEO (no managers allowed). There are also focus groups and mini-surveys done at individual locations, and the culture of the organization is supported through Values Roundtables.

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11	Team Clean, Inc. Honolulu, HI www.teamclean.biz	260 26 40%	\$69,375 \$26,389	0 5		48%	Yes No	This contract cleaning services company emphasizes professionalism. An in-house cleaning institute offers six levels of certification, ranging from the entry-level cleaning person to the management-level certified executive housekeeper.
12	Royal Lahaina Resort Lahaina, HI www.hawaiihotels.com	259 37 49%	\$50,810 \$39,995	8 10		19%	Yes Yes	This newly renovated hotel is on track to certify all employees in their respective areas. As part of that process, the hotel enrolls employees in training programs of the American Hotel and Lodging Association, or offers up to \$500 in educational assistance for outside training.
13	Starwood Hotels & Resorts Worldwide, Inc. - Hawaii White Plains, NY www.starwoodhotels.com	4,115 230 47%	\$62,661 \$31,357	10 10 ³		11%	Yes Yes	This hospitality giant has a gentle streak. An adoption assistance program provides employees with up to \$4,000 to cover expenses associated with adoption.
14	Pankow Pasadena, CA www.pankow.com	186 0 27%	\$100,394 \$47,762	10 15		4%	Yes Yes	After six years, qualified employees at this construction company are automatically enrolled in the company's profit-sharing 401k plan. The company has made a profit-sharing contribution to the plan every year since 2001.
15	City Mill Company, Ltd. Honolulu, HI www.citymill.com	307 122 41%	\$48,375 \$17,411	9 10		37%	Yes Yes	This kamaaina company promotes from within, particularly those who want to leave the sales floor and join administration. The many training and development programs include ones for management, customer service and product knowledge.
16	American Savings Bank Honolulu, HI www.asbhawaii.com	1,043 195 75%	\$60,243 \$24,362	10 13		18%	Yes Yes	The bank promotes volunteerism among all employees with its Seeds of Service program. Its employees serve on the boards of about 100 nonprofits.
17	Wyndham Vacation Ownership Parsippany, NJ www.wyndhamworldwide.com	620 50 60%	\$65,000 \$27,000	11 12		50%	Yes Yes	Top sales performers at this hospitality company earn President's Club Honors. In addition to bragging rights, that usually means a free trip to places like Costa Rica, the Bahamas or the Cayman Islands.

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