



# Medium Companies

50-149 employees

RANK	COMPANY Headquarters Website	HAWAII EMPLOYEES Part Time % Female	AVERAGE ANNUAL PAY SALARIED <sup>1</sup> Non-Salaried	PAID HOLIDAYS Paid Vacation <sup>2</sup>	MEDICAL COVERAGE	VOLUNTARY TURNOVER PREVIOUS YEAR	401k/403b Company Match	WHY THEY ROCK
1	<b>Watts Constructors</b> Honolulu, HI <a href="http://www.wattsconstructors.com">www.wattsconstructors.com</a>	88 0 23%	\$85,500 \$60,000	10 21 <sup>3</sup>	Co./Empl. Shared Cost	11%	Yes Yes	Nurturing personal growth is one of the core values of this construction contractor. For example, the company sponsors "boot camps" that offer extensive training on construction subjects. Several employees took intensive training to become LEED-accredited professionals.
2	<b>Bowers + Kubota Consulting</b> Waipahu, HI <a href="http://www.bowersandkubota.com">www.bowersandkubota.com</a>	91 7 31%	\$70,000 \$31,600	12 15 <sup>3</sup>	Co. Pays 100%	3%	Yes Yes	Because its employees are statewide, the company organizes a get-together every month, often inviting family. Events include softball games, golf outings, picnics and the traditional holiday party, and the company pays for airfare and hotels for Neighbor Island employees and spouses.
3	<b>Nordic PCL Construction, Inc.</b> Denver, CO <a href="http://www.nordicpcl.com">www.nordicpcl.com</a>	88 0 22%	NA NA	9 15	Co./Empl. Shared Cost	7%	Yes Yes	This construction company believes a good part of its success is due to its employee ownership program. The company is 100 percent employee-owned, with more than 80 percent of salaried employees participating in the program.
4	<b>New York Life</b> New York, NY <a href="http://www.newyorklife.com">www.newyorklife.com</a>	115 0 30%	\$75,000 \$125,000	10 14	Co. Pays 100%	25%	Yes Yes	This insurance and financial services firm offers a traditional pension plan, fully funded by the company, that provides up to 65 percent of a vested employee's income, averaged over the last five years of work.
5	<b>Edward Jones</b> St. Louis, MO <a href="http://www.edwardjones.com">www.edwardjones.com</a>	98 0 53%	\$89,411 \$36,733	9 10	Co./Empl. Shared Cost	8%	Yes Yes	Training is the lifeblood of this financial services company. In the last year, the firm provided an average of nearly 103 hours of training for every associate - spending \$75,000 to \$100,000 per financial adviser.
6	<b>N&amp;K CPAs, Inc.</b> Honolulu, HI <a href="http://www.nkcpa.com">www.nkcpa.com</a>	59 0 58%	\$83,000 \$48,000	12 10 <sup>3</sup>	Co. Pays 100%	4%	Yes No	This accounting firm, one of the largest in the state, not only has a kitchen stocked with drinks and snacks, but whenever employees have to work overtime, the firm pays for all meals.
7	<b>University Health Alliance (UHA)</b> Honolulu, HI <a href="http://www.uhahealth.com">www.uhahealth.com</a>	90 3 73%	\$76,153 \$37,568	10 13	Co. Pays 100%	18%	Yes Yes	Doing its bit to offset the hardships imposed by Furlough Fridays, this health insurance provider reimburses employees \$25 a day per child participating in a nonprofit program listed on the Chamber of Commerce's Web site.

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.



# Medium Companies

50-149 employees

RANK	COMPANY Headquarters Website	HAWAII EMPLOYEES Part Time % Female	AVERAGE ANNUAL PAY SALARIED <sup>1</sup> Non-Salaried	PAID HOLIDAYS Paid Vacation <sup>2</sup>	MEDICAL COVERAGE	VOLUNTARY TURNOVER PREVIOUS YEAR	401k/403b Company Match	WHY THEY ROCK
8	<b>The Nature Conservancy</b> Arlington, VA <a href="http://www.nature.org">www.nature.org</a>	65 5 41%	\$66,990 \$33,970	11 15	Co./Empl. Shared Cost	NA	Yes Yes	Hawaii's largest environmental nonprofit recognizes the accomplishments of staff and volunteers with seven different awards, including the Lifetime Achievement Award for those who have dedicated the majority of their careers to the organization.
9	<b>Atlas Insurance Agency</b> Honolulu, HI <a href="http://www.atlasinsurance.com">www.atlasinsurance.com</a>	118 1 80%	\$66,068 \$32,980	13 10	Co. Pays 100%	12%	Yes Yes	Hawaii's largest insurance agency recently created a department of professional development to further the careers of employees. The department director started with an hour-long consultation with each employee - 119 hours in all.
10	<b>Deloitte.</b> New York, NY <a href="http://www.deloitte.com">www.deloitte.com</a>	72 1 55%	\$71,000 \$48,000	10 NA	Co./Empl. Shared Cost	20%	Yes Yes	Employees can participate in programs like Reduced Work Load, Continuing Part-Time, Compressed Work Week, Transition Back from Parental Leave, Telecommuting and Job-Sharing. Internal surveys show most company professionals feel they're already working flexible schedules.
11	<b>Goodfellow Bros., Inc.</b> Wenatchee, WA <a href="http://www.goodfellowbros.com">www.goodfellowbros.com</a>	95 0 30%	NA NA	10 10	Co. Pays 100%	2%	Yes No	This company gives back to the communities their employees come from, donating to cancer research, youth associations, youth sports, churches, community and environmental groups, the Red Cross and the United Way.
12	<b>Aloha Pacific Federal Credit Union</b> Honolulu, HI <a href="http://www.kalanet.com">www.kalanet.com</a>	130 5 76%	\$61,057 \$31,586	14 15 <sup>3</sup>	Co. Pays 100%	18%	Yes Yes	This credit union offers an extraordinary 200 percent match on employee contributions to their retirement plans, up to 6 percent of annual salary.
13	<b>The Berry Company, LLC</b> Englewood, CO <a href="http://www.theberrycompany.com">www.theberrycompany.com</a>	55 0 57%	\$62,478 \$29,201	7 14 <sup>3</sup>	Co./Empl. Shared Cost	NA	Yes Yes	Many leadership positions in this national printing/publishing company are filled internally. In addition, employees participate in annual performance reviews, succession planning assessments, and panels and summits designed to evaluate and develop talent.

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. NA = Not Available



# Medium Companies

50-149 employees

RANK	COMPANY Headquarters Website	HAWAII	AVERAGE	PAID	MEDICAL	VOLUNTARY	401k/403b	WHY THEY ROCK
		EMPLOYEES Part Time % Female	ANNUAL PAY SALARIED <sup>1</sup> Non-Salaried	HOLIDAYS Paid Vacation <sup>2</sup>	COVERAGE	TURNOVER PREVIOUS YEAR	Company Match	
14	<b>Canada-France-Hawaii Telescope Corp.</b> Kamuela, HI <a href="http://www.cfht.hawaii.edu">www.cfht.hawaii.edu</a>	48 2 26%	\$99,918 \$75,531	13 21	Co. Pays 100%	0%	Yes Yes	The average tenure of employees is more than 12 years. Part of the reason people stay so long may be the company's flexibility over employees' family needs. For instance, the company pays 75 percent of private-school tuition.
15	<b>The Institute for Native Pacific Education and Culture (INPEACE)</b> Kapolei, HI <a href="http://www.inpeace-hawaii.org">www.inpeace-hawaii.org</a>	55 10 98%	\$54,769 \$27,926	14 12 <sup>3</sup>	Co. Pays 100%	5%	Yes No	Because its mission is to improve education opportunities for Native Hawaiians, it's not surprising this nonprofit also supports its employees' education. All get professional-development opportunities and employees in the Keiki Steps program receive four paid hours a week to pursue higher education.
16	<b>Kiewit</b> Omaha, NE <a href="http://www.kiewit.com">www.kiewit.com</a>	NA <sup>4</sup> 0 15%	NA NA	9 10	Co./Empl. Shared Cost	42%	Yes Yes	The company's four-year Career Development Program strengthens employees' business, engineering and supervisory talents. The goal is to develop high-potential employees who can grow in responsibility and assume leadership and management positions.
17	<b>DTRIC Insurance Company Limited</b> Honolulu, HI <a href="http://www.dtric.com">www.dtric.com</a>	97 5 50%	\$73,613 \$35,214	7 18 <sup>3</sup>	Co./Empl. Shared Cost	25%	Yes Yes	Employees' professional development is key to this company's success. Several assessment tools are used to create individual development plans for the employees. Then, managers help ensure they get the training they need, internal and external, to achieve their goals.
18	<b>Pacific Resources for Education and Learning</b> Honolulu, HI <a href="http://www.pre.org">www.pre.org</a>	43 2 64%	\$71,250 \$28,575	13 18	Co. Pays 100%	4%	Yes No	Employees at this education nonprofit can take a weeklong series of classes on healthy lifestyle, fitness choices and other activities. Staff are also reimbursed up to \$100 a year for expenses associated with exercise, quitting smoking or weight loss.
19	<b>Goose's Edge, Inc.</b> Kailua-Kona, HI <a href="http://www.goosesege.com">www.goosesege.com</a>	100 40 95%	NA NA	3 5	Co. Pays 100%	50%	No No	This convenience store company believes in monetary incentives, including cash for successfully passing tobacco stings and investigations. Store managers attend an annual Neighbor Island "mini-vacation," at which the winning store receives a large bonus.

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. 4. Surveyed only full-time employees. NA = Not Available