



Small Companies

fewer than 50 employees

RANK	COMPANY Headquarters Website	HAWAII	AVERAGE	PAID	MEDICAL	VOLUNTARY	401k/403b	WHY THEY ROCK
		EMPLOYEES Part Time % Female	ANNUAL PAY SALARIED ¹ Non-Salaried	HOLIDAYS Paid Vacation ²	COVERAGE	TURNOVER PREVIOUS YEAR	Company Match	
1	Weston Solutions, Inc. West Chester, PA www.westonsolutions.com	30 2 34%	\$83,000 \$52,000	10 10	Co./Empl. Shared Cost	3%	Yes Yes	This environmental consulting firm pays 100 percent of the tuition for master's level courses. What's more, it pays as soon as the bill comes in, so employees aren't out the upfront cash.
2	Commercial Data Systems Honolulu, HI www.cdsinc.com	38 2 40%	\$108,486 NA	12 10	Co. Pays 100%	2%	Yes No	This company knows the value of culture. It pays 100 percent of the cost for employees and their families to attend theater, opera and symphony concerts. It also helps the many staff members who are musicians and actors.
3	Wakelight Technologies, Inc. Honolulu, HI www.wakelight.com	31 6 34%	\$85,598 \$48,639	10 10 ³	Co. Pays 100%	8%	Yes Yes	Human resources were important to this information technology services company from the beginning. Prior to hiring any technical staff, the company hired certified HR consultants, joined the Hawaii Employers Council, hired a law firm specializing in employment law, and hired a highly recommended HR administrator.
4	Kaikor Construction Co., Inc. Honolulu, HI www.kaikor.com	32 4 28%	\$60,220 \$47,947	10 10	Co. Pays 100%	9%	Yes Yes	For two years, this contractor has hired a personal trainer for twice weekly circuit and weight training sessions during working hours. One hundred percent of the full-time staff has participated.
5	Hospice of Kona, Inc. Kailua-Kona, HI www.hospiceofkona.org	19 7 89%	\$69,500 \$48,400	9 15 ³	Co. Pays 100%	24%	Yes Yes	Working with people at the end of life is emotionally draining, but rewarding. This hospice believes teamwork makes it better. It coordinates an interdisciplinary team of nurses, home health aides, social workers, spiritual care providers and administrative staff with family, friends and caregivers.
6	Pacific Administrators, Inc. Honolulu, HI www.pacadmin.com	44 2 72%	\$56,000 \$26,945	13 15	Co. Pays 100%	11%	Yes Yes	Staff flexibility is an important part of the success of this employee-benefits-administration company. In each department, employees receive cross-training that allows for "three-deep" coverage for most positions. Managers cross-train so they can step in for other supervisors.

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7	John Hancock Financial Network Boston, MA www.jhnetwork.com	30 2 38%	\$70,000 \$70,000	10 10	Co./Empl. Shared Cost	NA	Yes Yes	Associates at this insurance company think of themselves as entrepreneurs. But the company's STEP program provides financial support during an associate's early years of training and development.
8	Environet, Inc. Honolulu, HI www.environetinc.com	29 NA NA	NA NA	12 10	Co. Pays 100%	NA	Yes NA	Employees at this environmental engineering firm handle everything from investigations and assessments to remediation and construction management in locations around Hawaii and across the Pacific.
9	Skyline Eco-Adventures Pukalani, HI www.zipline.com	29 14 12%	54,000 \$38,000	6 5 ³	Co. Pays 100%	10%	Yes Yes	This outdoor adventure company participates in the "1% for the Planet" initiative for responsible business. In this program, 1 percent of all revenues are donated to nonprofit organizations on Maui.
10	America's Mattress Hawaii Pearl City, HI www.mattresshawaii.com	29 0 25%	\$92,000 \$44,000	5 11 ³	Co. Pays 100%	NA	Yes Yes	Each quarter, managers at this retail company read new business-related books and develop learning themes that they pass on to team members. A mentoring program pairs new team members with experienced employees.
11	Hospice Maui Wailuku, HI www.hospicemaui.org	25 NA NA	NA NA	14 10	Co. Pays 100%	NA	Yes Yes	Recognizing the emotional challenge of working with terminally ill patients and their families, the hospice doesn't hire full-time nurses, preferring instead that they have three or four days off to fully recharge. Even so, almost all employees work enough hours for full benefits.
12	It's All About Kids, LLC Honolulu, HI www.iaak.net	20 5 60%	\$60,000 \$40,000	9 10 ³	Co. Pays 100%	0%	Yes No	Taking advantage of the tools of its trade, like a virtual private network and sophisticated server access options, this education technology company allows most employees to work virtually.
13	Aloha United Way Honolulu, HI www.auw.org	44 0 57%	\$55,367 \$28,682	15 15	Co./Empl. Shared Cost	11%	Yes No	Employees of this umbrella charity participate in committees like the Holiday Party Committee or the Okee Committee, which allow them to work across departments and make the organization fun.

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14	Hale Ola Kino Des Moines, IA www.lcsnet.com	26 22 87%	NA NA	9 10	Co./Empl. Shared Cost	6%	Yes No	Every year, this nursing home hosts Keiki Day, when staff bring their children to the facility to participate in an inter-generational program. The residents love the interaction with the kids; the staff loves the "free daycare."
15	Maui Family Support Services, Inc. Wailuku, HI www.mfss.org	37 10 97%	\$45,000 \$30,000	13 24 ³	Co./Empl. Shared Cost	6%	Yes No	This nonprofit helps families with children from newborns to 5 years of age create a stable, nurturing environment.
16	PATCH Honolulu, HI www.patchhawaii.org	26 12 95%	\$45,334 \$22,856	13 21	Co./Empl. Shared Cost	4%	Yes No	This small nonprofit operates six offices across the Islands. To overcome the challenges this presents for internal communications, the organization uses technologies like a statewide intranet, conference calling and Skype.
17	Honolulu Board of Realtors Honolulu, HI www.hicentral.com	29 1 66%	\$56,817 \$36,928	13 10	Co. Pays 100%	1%	Yes No	It's not always about how you deal with the good stuff. Oahu's largest trade organization knows it's also about how you manage the drudgery. Every week, a different staffer gets kitchen duty: wiping countertops, cleaning the microwave, washing coffee pots and cleaning out the refrigerator.
18	Hawaii Foodbank Honolulu, HI www.hawaiifoodbank.org	27 5 44%	\$48,437 \$26,251	12 10	Co. Pays 100%	25%	Yes No	This charity provides nearly 9 million pounds of food a year to 289 feeding programs, serving nearly 132,000 people in the process.
19	Imua Family Services Wailuku, HI www.imuafamilyservices.org	34 10 98%	\$50,000 \$30,000	15 24 ³	Co. Pays 100%	16%	Yes Yes	After a training program on "generational differences," this early childhood services nonprofit realized its employees covered four generations, each with its own methods of communication. The organization's new "Preferred Contact" list takes into account these differences by noting the best way to get in touch with all employees.
20	T&T Tinting Specialists, Inc. Honolulu, HI www.tntinting.com	27 0 33%	NA NA	0 5 ³	Co./Empl. Shared Cost	3%	Yes No	At the end of each profitable year, this company deposits 40 percent of its net profit into qualified employees' 401k plans.

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21	Allana Buick & Bers, Inc. Palo Alto, CA www.abbae.com	26 0 27%	\$95,329 \$51,840	10 10	Co. Pays 100%	11%	Yes Yes	This architectural engineering firm gives employees iPhones, BlueTooth ear-pieces and waterproof digital cameras, enabling them to communicate from wherever they go.
22	Maui County FCU Wailuku, HI www.mauicountyfcu.org	31 0 77%	\$70,000 \$28,000	14 10	Co. Pays 100%	0%	Yes No	This credit union believes in hiring from within. When it recently opened a new branch, it hired the branch manager, two operations managers, a loan officer and a senior member services representative, all in-house.
23	Hawaii Petroleum, Inc. Seattle, WA www.saltchuk.com	29 0 34%	\$58,587 \$43,667	10 5	Co. Pays 100%	14%	Yes Yes	Recognizing the need for adaptability, this petroleum products distributor recently updated every job description in the company. To help them keep up with inevitable changes, incumbents participate in on-the-job training, job shadowing and classes at the company's expense.
24	Life Foundation Honolulu, HI www.lifefoundation.org	34 1 60%	\$35,000 NA	15 26 ³	Co. Pays 100%	8%	Yes No	All the staff of this nonprofit are engaged in educating the public about HIV and AIDS, often attending community events and presenting information displays.

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The Breakdown: Of the 61 companies on the list ...

Conduct employee evaluations
 100%

Conduct 360-degree evaluations
 51%

Offer tuition reimbursement
 75%

Pay all or part of a gym membership
 42%

Let employees trade accrued vacation for pay
 20%

Allow paid volunteer time
 63%

Offer telecommuting options
 55%

Offer job sharing options
 23%

Offer compressed work weeks
 52%

Provide eldercare assistance
 17%

Provide adoption assistance
 25%

Offer domestic partner benefits
 47%

Pay all or part of employees' childcare costs
 13%

Offer flexible spending accounts
 82%

Offer performance bonus or incentive programs
 81%

Offer an Employee Stock Option Program
 15%

Offer a profit sharing program (not ESOP)
 46%