

2008

North Bay
Business Journal
BEST PLACES to WORK!

THREE-TIME WINNER

Pacific Landscapes Inc.

This is the third year Pacific Landscapes is among the BUSINESS JOURNAL'S Best Places to Work, which is quite a feat for the 8-year-old company Darryl Orr and Dave Penry started.

In that short time, the company has grown to 71 employees and had revenue last year at \$3.68 million. The average time employees have been with the company is four years, which is considerable for a company in which a third of the work force is seasonal. Sixty-four of the employees chimed in on Pacific Landscapes, giving the highest marks for promoting pride of workmanship.

**Pacific
Landscapes**

"Golden Hearts And Green Thumbs"

"The owners understand the effort that is put into the company," said one worker. Another worker said the company demonstrates its concern for employee welfare. That comes via support for workers wanting to improve their English and other skills, loans for family emergencies, Section 125 savings plans for health and child care, a bilingual human resources staffer and mentoring apt employees into management.

Also Mr. Penry, company president, has decided to take the national stage to call for immigration reform.

—Jeff Quackenbush

PACIFIC LANDSCAPES INC. EMPLOYEE QUOTE

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How the 2008 Best Places to Work survey was conducted

Companies selected as Best Places to Work in the North Bay were analyzed by the editorial staff of the BUSINESS JOURNAL on the basis of several criteria, including the employer application, the survey ratings by employees, the number of responses, size of the company, the breakdown of responses from management and non-management as well as written comments by employees.

In all, 104 companies were nominated, from which 57 winners emerged from Sonoma, Marin and Napa counties, up from 43 last year. Winners in the lists on Pages 29 and 31 are grouped by size so that employee scores are comparable. The winners are then listed within their

size categories by employee score.

Nominations for Best Places to Work in the North Bay were sought starting in March. Anyone within a company can nominate their business by completing a simple form. A minimum of 20 employees was required. Nominated companies were then contacted by the BUSINESS JOURNAL staff and invited to submit a company application and to ask employees to complete a brief online survey.

The survey was set up through Zoomerang, a widely used online polling service. Companies had about four weeks in late May and early June to complete the application and survey, for which a minimum number of re-

sponses was required.

After an extensive analysis of the employer application and online responses, the winners were selected July 18. BUSINESS JOURNAL staff contributing to the 2008 Best Places to Work in the North Bay were Event Development Manager Noelani Price; reporters Ashley Furness, Jenna Loceff, Lorelee Stevens and Jeff Quackenbush; and Editorial Assistant Princesa Pabalan. Tomas Chadsey and Mark Fertig of The Press Democrat's online staff provided technical advice and support for the Zoomerang survey.

—Brad Bollinger, Editor in Chief