

2009

North Bay  
**Business Journal**  
**BEST PLACES to WORK!**

FOUR-TIME WINNER

# Pacific Landscapes Inc.

SEBASTOPOL – “We were very aggressive at reducing expenses in our 2009 budget – without cutting major benefits,” said David Penry, co-owner of this 9-year-old landscape, construction and maintenance firm with 67 employees.

About 60 percent of the firm’s employees are Latino.

Employees and managers alike

are encouraged to take ownership of their work product, be accountable, practice safe procedures and demonstrate leadership. This has led to increased levels of mutual respect and empowerment.

Eighty-seven percent of employees participated in the Best Places to Work survey for this four-time winner.



## PACIFIC LANDSCAPES INC. EMPLOYEE QUOTE

**"I feel a spirit of cooperation that I don't think I've come across until working here. It is open minded, open communication. There is a team-oriented approach to solving problems."**

### How the 2009 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, 121 companies were nominated, from which 55 winners emerged from Sonoma, Marin and Napa counties.

Winners 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 April. 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 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 June and early July to complete the application and survey, for which a minimum number of responses was required, depending on company size.

After an analysis of the employer application and online responses, the winners were selected and formally announced Aug. 12.

– Brad Bollinger, Editor in Chief