

100 BEST COMPANIES TO WORK FOR

# 100 Best Companies to Work For 2019

Congratulations to the 2019 class of Seattle Business magazine's 100 Best Companies to Work For!

BY: ROB SMITH, BILL CONROY, LENA BECK AND EMMA FRANKE | FROM THE PRINT EDITION | JULY 2019



*This story appears as the cover story of the [July 2019](#) issue. [Click here for a free subscription.](#)*

PayScale Inc. closes its office during the week of July 4 to give employees their own “Independence Week.” The Seattle-based compensation research company also hosts weekly happy hours and pays for employee bus passes. Not surprisingly, PayScale is one of *Seattle Business* magazine’s 100 Best Companies to Work For.

This is the 30th year *Seattle Business* magazine has honored Washington companies for creating positive workplace cultures. The companies nominate themselves and their employees then respond to a survey administered by the research firm Fieldwork Webwork. Responses remain anonymous and companies are scored across 10 major categories determined by a quarter century of market research. Those categories are corporate culture; executive leadership; responsibility and decision-making; benefits; workplace environment; communication; training and education; hiring and retention; performance standards;

and rewards and recognition.

***The scores earned by companies across all 10 categories are combined to reach an average score.***

***Companies are ranked across four major groups:***

- **Small Companies** (15-49 full-time Washington employees).
- **Midsized Companies** (50-150 full-time Washington employees).
- **Large Companies** (150-plus full-time Washington employees).
- **Companies With a Headquarters Outside of Washington.**

From perks to team-building to communicative leadership, these companies motivate employees and connect to customers. As one employee at Seattle content-creation startup Hero Sports wrote: “Don’t tell my boss I like him.” He most certainly already knows.

# 100 Best Companies to Work For 2019: Large Companies

These companies more than 150 full-time Washington employees were voted Best Companies to Work For.

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**Image Credit:** Hayley Young

*REAL DEAL.* Outreach CEO Manny Medina, seated third from left, with, from right, Emilee Smalley, Ryan Jander, Stephen Farnsworth, Mario Espinoza and Preetha Chatterjee.

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Rankings are derived from scores assigned to each company based on confidential employee surveys. The city reference is the company's home office and the employee count represents the company's full-time Washington workforce. Quotes are actual comments by employees.

## 24. COLUMBIA HOSPITALITY

Seattle | Hospitality-Management Company | Employees: 1,009

"I most like Columbia Hospitality's dedication to a clear values system that sets the tone for our leadership, team members and how we impact our guests. It is the backbone of all we do."