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BEST COMPANIES TO WORK FOR

Small but Great Workplaces

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The giants on Fortune's 100 Best Companies list go to great lengths to make employees happy. So do these smaller firms. *by Omar Akhtar*

THEY'RE THE ENGINE OF OUR ECONOMY and employ about half of U.S. workers - and small and midsize businesses can also be great places to work. That's why for the first time this year, as an addition to our main 100 Best Companies to Work For list, we feature this roster of the 50 Best Small and Medium-Size Companies to Work For. Our partners at the Great Place to Work Institute have identified the top workplaces around the country with 25 to 249 employees (small) and 250 to 999 (medium size). As at companies on our main list - which must have 1,000 or more employees in the U.S. and have been around for at least five years - free food, on-site massages, and generous benefits are standard. Visit Fortune.com for a more in-depth look at what makes these places great. And look for our annual list of the 100 Best Companies to Work For in the Feb. 4, 2013 issue.

25 BEST SMALL COMPANIES

1. RUBY RECEPTIONISTS
Portland, Ore.
Employs a psychologist to motivate employees

2. INTUITIVE RESEARCH & TECHNOLOGY
Huntsville, Ala.
100% tuition reimbursement for job-related education

3. BADGER MINING
Berlin, Wis.
Employees' kids can qualify for \$1,500 scholarships

4. STUDER GROUP
Gulf Breeze, Fla.
Six to eight weeks' paid maternity leave

5. ENGED
San Ramon, Calif.
Offers company-sponsored go-kart racing

6. TALENT PLUS, INC.
Lincoln, Neb.
Unlimited vacation after one year of working

7. WALKER & DUNLOP
Bethesda, Md.
Cash awards for tenure milestones

8. ROOT, INC.
Sylvania, Ohio
Annual office Olympics

9. MCMURRY
Phoenix
Employees get gift card rewards for strong performance

10. GRANITE PROPERTIES
Plano, Texas
Camaraderie-building Whirlyball tournaments

11. RADIO FLYER
Chicago
Employees blow off steam playing Wii games on-site

12. CITY OF RANCHO CORDOVA
Rancho Cordova, Calif.
All employees get to suggest new ideas

13. XACTLY
San Jose
Company dodge-ball team

14. AKRAYA
Sunnyvale, Calif.
All employees get \$5,000 and an extra week off after five years

15. KAHLER SLATER
Milwaukee
Reduced health premiums for participating in wellness programs

16. ZOCOOC
New York City
Free lunch, breakfast items and snacks on-site.

17. ASSURANCE
Schamburg, Ill.
Employees star in company ads

18. NAVIGATOR MANAGEMENT PARTNERS
Columbus
Pays for higher education

19. DIXON SCHWAB
Victor, N.Y.
90% of new hires are referrals from employees

20. PARAMOUNT STAFFING
Northbrook, Ill.
Provides \$5,000 toward employee's first home down payment

21. ANSWERLAB
San Francisco
\$400 to spend on personal technology

22. INTEGRATED PROJECT MANAGEMENT
Burr Ridge, Ill.
New parents are given a car seat

23. PROFESSIONAL PLACEMENT RESOURCES
Jacksonville Beach, Fla.
Unlimited paid time off

24. CONDUCTOR
New York City
CEO awarded some of his shares to current employees

25. INSOMNIAC GAMES
Burbank, Ca
45 days paid time off a year

25 BEST MEDIUM-SIZE COMPANIES

1. ACUTY
Sheboygan, Wis.
Everyone gets an iPhone

2. INTEGRITY APPLICATIONS
Chantilly, Va.
Company's holiday cards are designed by employees' kids

3. QUANTUM HEALTH
Columbus
An on-site "serenity room" with a massage chair

4. PINNACLE FINANCIAL PARTNERS
Nashville
100% of employees receive company stock

5. EILEEN FISHER
Irrington, N.Y.
Provides \$1,000 toward personal wellness activities

6. RYAN, LLC
Dallas
All new hires get interview training

7. OTTERBOX
Fort Collins, Colo.
Office space has a slide

8. RALLY SOFTWARE
Boulder
New moms can bring babies to work

9. CIRRIUS LOGIC
Austin
Monthly rock concerts held at the office

10. EHRHARDT KEEFE STEINER & HOTTMAN PC
Denver
Employees receive \$100 to \$1,000 gift when they get married

11. RETURN PATH
New York City
Unlimited paid time off and sick leave

12. SNAGAJOB
Richmond
Three days a year of free backup child care

13. CUSTOMINK, LLC
Tysons Corner, Va.
Free lunch Friday, free breakfast Monday

14. NOBLIS
Falls Church, Va.
All employees can use flexible scheduling

15. SPECTRUM
Newport News, Va.
Game room with putting green, mini basketball, and darts

16. SPOKANE TEACHERS CREDIT UNION
Liberty Lake, Wash.
Parents get time off to attend child's first day of school

17. DUNNHUMBYUSA
Cincinnati
Party-planning team spends \$50,000 a year

18. EMBRACE HOME LOANS
Newport, R.I.
Employees get 100 hours paid time off to volunteer

19. DELTA RESOURCES
Arlington, Va.
Merit-based scholarships for employees' kids

20. HOLDER CONSTRUCTION
Atlanta
Office shuts down at 3:30 on Friday

21. VETERANS UNITED HOME LOANS
Columbia, Mo.
Employees helped decide company slogan

22. 4IMPRINT, INC.
Oshkosh, Wis.
All employees receive stock options

23. CALIBRE
Alexandria, Va.
Salaried employees can receive overtime

24. MERCEDES-BENZ FINANCIAL SERVICES
Farmington Hills, Mich.
Offers on-site massage and manicures

25. HIGHER ONE
New Haven
Free in-office chair massages