

THE BUSINESS REVIEW

The best of the best

We are living in turbulent times. Wall Street is on a wild ride, the credit markets are in a panic and the financial tumult affects business in many ways. Prudent management is important as business owners, managers and employees must take a hard look at their businesses and what it takes to be successful.

Great companies start with a great idea, specific goals and great people. CEOs never achieve success or get to the top without a lot of dedicated people in line behind them. Smart managers know they are only as good as their people. As we face business and personal challenges in the year ahead, managing one's business will be crucial.

It is often said that in difficult times we see the best shine. That makes our Best Places to Work program more important than ever for identifying and learning from companies that have engaged, happy and productive employees.

We are proud to present the companies and organizations that make up *The Business Review's* 2008 Best Places to Work. These 30 companies, which represent a cross-section of businesses in the community, received the highest scores from their employees in a confidential scientific survey

Publisher's Notebook



CAROLYN M. JONES

administered by Quantum Market Research. Quantum is a market research company based in Wichita, Kan., which works with Fortune 500 companies on a variety of projects involving employee engagement and retention, and company effectiveness.

HOW IT ALL WORKS

The process worked as follows: More than 200 companies from throughout the region registered for the program. The participating companies had their employees take a 40-question survey that looks at specific strategic measures, including team effectiveness, employee retention, manager effectiveness, people practices and trust in senior leaders. Employees scored their company on a six-point scale, and the results were compiled and analyzed by Quantum. *The Business Review* staff had no direct input in the results, which are a straight ranking by company size.

All of those companies that completed the process are truly winners because they all demonstrated a desire to

get valuable, unbiased feedback from their employees. They can use that feedback to continue to grow and improve their organizations—and their bottom lines. All of the scores, not only those of the Top 30, were high, and show the quality and strength of the Capital Region business community.

THE WINNERS

Here are the 30 Best Places to Work companies by size category.

10-30 employees:

- 6N Systems Inc.
- architecture +
- Community Resource FCU
- MicroKnowledge Inc.
- Tech Valley High School
- Tully Rinckey PLLC

31-50 employees:

- Capital Financial Planning
- **GTM Payroll Services Inc.**
- Jaeger & Flynn Associates Inc.
- Miranda Real Estate Group Inc.
- Roohan Realty
- TechValley Homes Real Estate

51-150 employees:

- Autotask Corp.
- Cornerstone Telephone Co.
- Media Logic

- MSE Power Systems
- Northeast Association Management
- Teal Becker & Chiaramonte

151-500 employees:

- Alpin Haus
- BlueShield of Northeastern New York
- Capital Communications FCU
- Northeast Parent & Child Society
- Sunmark Federal Credit Union
- Whiteman Osterman & Hanna LLP

501 employees and larger:

- Albany Medical Center
- Community Care Physicians
- KeyBank
- RealtyUSA
- Saratoga Hospital
- Seton Health

These companies will be celebrated at a luncheon on Thursday, Dec. 4, at The Crowne Plaza Hotel in Albany. The publication featuring the winners will come out on Dec. 5.

The Business Review partners on Best Places to Work with two great companies—First Niagara Financial Group and BlueShield of Northeastern New York.

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