



22nd
ANNUAL
REPORT



2015

100 BEST PLACES TO WORK *in IT*

Large ORGANIZATIONS

Among organizations
with 5,000 or more
U.S. employees

{ PAGES 2-16 }

Midsize ORGANIZATIONS

Among organizations
with 1,001 to 4,999
U.S. employees

{ PAGES 17-21 }

Small ORGANIZATIONS

Among organizations
with 1,000 U.S.
employees or fewer

{ PAGES 22-27 }

ONLINE ■ Sort the Best Places list based on criteria that matter to you. ■ Take a slideshow tour of organizations new to Best Places. ■ Watch exclusive video that takes you behind the scenes at the three top Best Places. ■ Explore our interactive map. ■ Visit our archives to search and sort 22 years of Computerworld's Best Places to Work in IT.

2015

BEST PLACES TO WORK *in IT*

{ LARGE }
COMPANY RANKINGS

Among organizations with 5,000 or more U.S. employees

1 Quicken Loans

No. 5 for training / No. 6 for retention / No. 9 for benefits / No. 9 for career development

This Detroit-based online mortgage lender excels at career and skills development. The company recently launched a yearlong hands-on leadership education program called Connect, Grow, Lead. Events such as a hackathon and a new “Pitch Day” encourage employees to share innovative ideas.

2 USAA

This San Antonio-based company has a record of innovation, and leadership makes an effort to recognize staff-generated ideas. Employees at USAA, which provides financial services to the armed services community, say they enjoy their mission-driven work and sense of purpose. In keeping with that mission, USAA trains and hires military veterans through a program called VetFIT.

3 Erickson Living

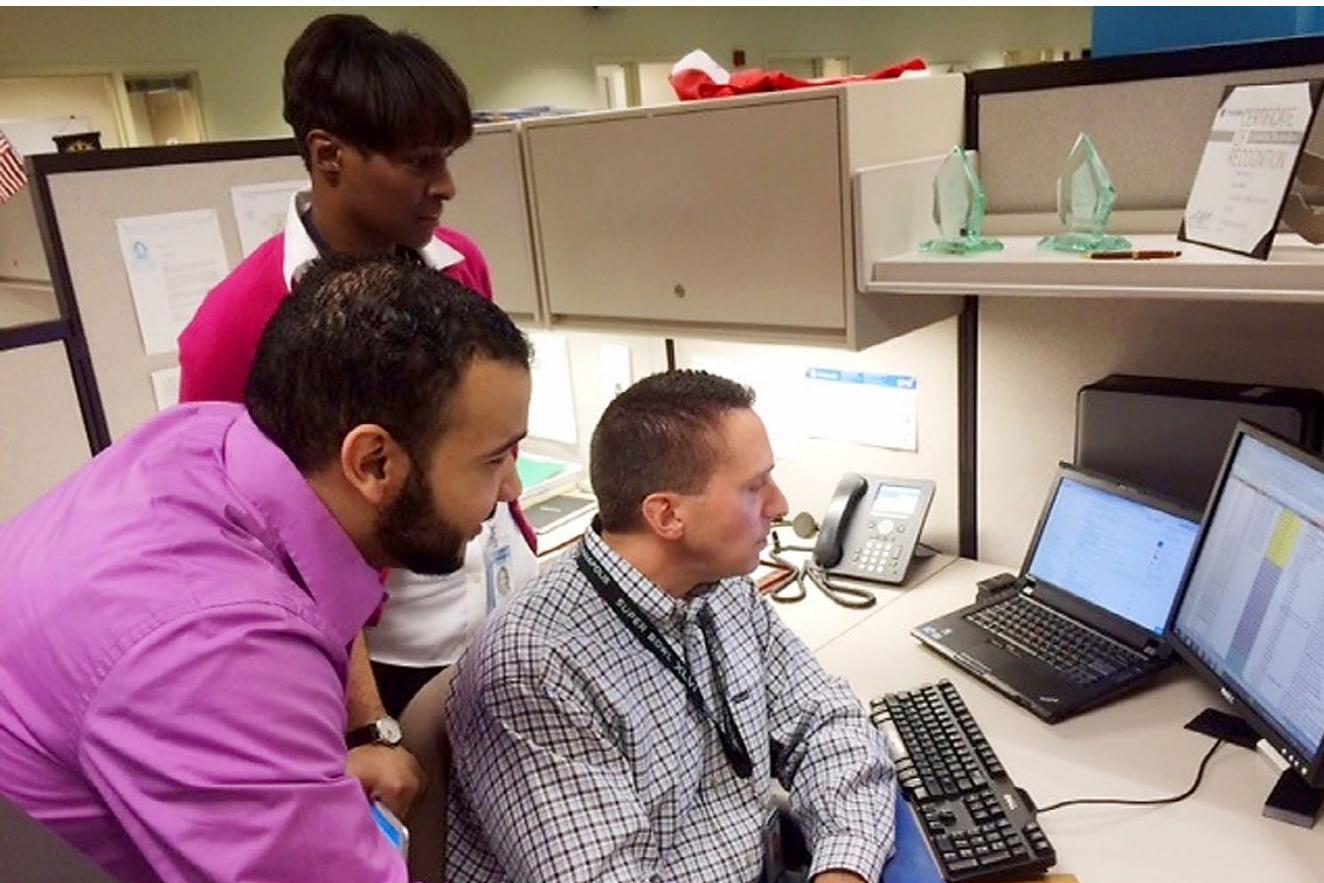
No. 7 for benefits
IT staffers at this Baltimore-based developer and manager of continuing care retirement communities get to work on diverse projects, participate in ongoing opportunities to learn new business functions, and develop professional and technical skills. All employees have individual development plans that map out career opportunities within the organization.



Sharp HealthCare encourages IT employees like Jacob Kaufmann and Lu Harris, members of its Employee Action Team, to pursue certifications and other training opportunities.

4 Sharp HealthCare

IT employees at this group of hospitals and healthcare facilities in the San Diego area have opportunities to work with cutting-edge technologies such as telemedicine systems. The company encourages cross-team collaboration and offers formal and informal training programs, including Six Sigma Yellow Belt and Green Belt certification classes. Leadership supports IT employees’ charitable work through various volunteer initiatives.



Prudential Financial technologists Juan Mendoza, DaVon Gorman and Gary Sherman can take advantage of IT-centric learning programs sponsored by the CIO.

5 Prudential Financial

No. 2 for benefits

Ensuring that employees have work/life balance is a priority for this Newark, N.J.-based life insurer. The company maintains flexible office hours, allows people to work from home, and offers child care and elder care services, on-site fitness centers and financial counseling services. The CIO sponsors IT-centric programs through which tech employees can learn, share ideas and network.

6 LinkedIn

No. 2 for retention

IT employees at Mountain View, Calif.-based LinkedIn enjoy monthly “inDays,” when they can work on any project they want. Other perks include a performance recognition program featuring grants, annual bonuses, merit increases and spot bonuses. Live demonstration labs offer employees a chance to see the latest technologies being tested by IT.

7 Owens Corning

Members of the Owens Corning global IT team work side by side with business colleagues around the world to design and deliver business solutions. The IT department empowers its employees to shape corporate results. The Toledo-based company, which produces residential and commercial building materials, supports the IT team by investing in contemporary technologies.

8 DHL Express

*No. 4 for training /
No. 8 for retention*

Employees at the U.S. arm of delivery giant DHL have yearly development plans for professional and personal growth, and those plans help technologists thrive in an increasingly complex IT environment. The Plantation, Fla.-based company offers on-the-job and external training and certification programs.

9 University of Notre Dame

No. 9 for training

IT employees at this Indiana institution enjoy competitive compensation and benefits and award and recognition programs. Children of employees with at least five years of service receive a tuition benefit equal to 50% of the cost of Notre Dame’s tuition for use at the university or another accredited four-year educational institution.



Genentech IT staffers (front row) Angela Amani, Amy Jackson, Gaurav Bhandari, Eme Luth, CIO Cindy Elkins, Ian Campos and (back row) Scott Sletner, Albion Baucom and Monica Kumar.

10

Genentech

This South San Francisco biotech company hosts an annual IT staff retreat that focuses on personal and professional development and celebrates the team's achievements. Genentech's yearlong Personal Excellence Program (PEP) encourages employees to set up guided plans for developing skills. IT staffers have opportunities to meet patients who benefit from the company's medications.

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TO WORK *in* IT



Principal Financial Group IT team members Gurwinder Kapur, Luis Castillo, Thao Pham, Alan Kay, Shelly Livingston and Jennifer Morse have opportunities to innovate.

11 Principal Financial Group
This Des Moines-based financial services provider recognizes its IT staff with a superb benefits package. IT leaders encourage employees to pursue opportunities for achieving their career goals. Staffers can join the IT Changineers, a small group organized to quickly seize on development opportunities. Other innovation catalysts include gatherings for networking and sharing ideas, and open code project events.

12 Altria Client Services
No. 10 for benefits

IT employees at this Richmond, Va.-based tobacco company work in a fast-paced environment and tackle interesting projects that have a substantial impact on the business. Opportunities for skills development include an internal training program and the company's IT University. IT staffers also gather for biweekly jam sessions that keep ideas flowing.

13 Kaiser Permanente
No. 4 for benefits

In 2014, Kaiser IT employees worked on several mission-critical projects. Their work enabled the Oakland, Calif.-based HMO to participate competitively in health insurance exchanges, open three tech-forward hospitals, expand its telehealth offering, and roll out a flagship mobile app that has been downloaded more than 1.4 million times.

14 Medtronic
The global IT team at this Minneapolis-based medical device maker works on challenging projects and embraces the newest technologies.

The company supports its tech professionals by giving them an average of 10 days of training per year. To promote work/life balance, Medtronic offers flexible scheduling, on-site day care and health clubs.

15 HCA
HCA, a Nashville provider of healthcare services, strives to give its tech employees a sense of fulfillment by immersing them in the hospital environment, where they can see the powerful effect their work has on the lives of patients. HCA also gives IT employees opportunities to support the community. In 2014, one of those initiatives was the company's first Hack for the Community event.

16 Children's Hospital of Philadelphia

CHOP helps its employees keep their skills fresh by offering multiple professional development opportunities and by providing financial support to help them defray the costs of training, technical certification programs and

executive education. The hospital's IT executives strive to promote employee engagement, and toward that end they have set up an IT employee advisory group and a co-op program. Staffers are also offered stretch assignments and the opportunity to participate in mentoring programs, among other things.

17 VMware

This Palo Alto, Calif., software company offers benefits, amenities and an office atmosphere that are all aimed at promoting a well-rounded, healthy lifestyle. The company boasts an award-winning campus that features gathering spaces, beauti-

ful landscaping, on-site cafes and state-of-the-art fitness facilities. Perks include flexible vacation time, free snacks, sponsored fitness events, service learning fairs and social gatherings. VMware also offers stimulating, dynamic projects and encourages IT professionals to innovate and act as R&D pioneers.

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EOE



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18 Booz Allen Hamilton
This global consulting firm, based in McLean, Va., offers IT employees a flexible environment where they can hone their skills and collaborate. Leaders look for ways to give staffers opportunities to build strong working relationships. In 2014, Booz Allen challenged employees to collectively perform 100,000 hours of volunteer work; the staff exceeded the goal by more than 55,000 hours.

19 Jet Propulsion Laboratory
IT employees at this NASA research center enjoy a flexible, fast-paced and innovative environment. JPL pays tribute to staffers' achievements through an extensive recognition program whose rewards include monetary bonuses and promotions. An added perk of working at the Pasadena, Calif.-based lab is that employees can take every other Friday off.

20 CDW
CDW's IT leaders encourage staffers to pursue opportunities for both lateral and upward career moves within the organization. The \$10 billion Vernon Hills, Ill.-based company is a provider of technology products and services, and it takes advantage of its relationships with business partners to give its IT employees access to state-of-the-art technologies.

21 Cedars-Sinai Health System
IT employees at this Los Angeles healthcare organization work with cutting-edge technologies, including sophisticated medical devices and original apps. To encourage innovative IT thinking, Cedars-Sinai created a program called Take Two, through which people with fresh ideas are given small capital budgets and two months to turn their ideas into reality.



Humana offers wellness-related incentives to IT team members like Nick Hill, Matt Coddington, Neil Lazo, Becki Sherrard, Nicole Fabry and Matt Plappert.

22 Humana
This Louisville, Ky., health insurance company has multiple wellness benefits, including programs that offer monetary rewards and other incentives to encourage employees to live healthy lifestyles. Humana's IT department features a dynamic professional environment, and the company accommodates employees' personal needs by offering alternative working arrangements, such as full- and part-time telecommuting options and flexible schedules.

23 Pricewaterhouse-Coopers

No. 6 for benefits

This New York-based accounting firm offers a highly competitive package of benefits and rewards that includes sabbaticals, generous annual performance bonuses and annual salary increases. PwC

has adopted a new approach to talent management that's designed to identify likely future leaders at every level and groom them to fulfill their potential. IT pros keep their skills current by working on cutting-edge projects with global colleagues and clients, and by taking advantage of employer-sponsored training.

24 Monsanto

No. 3 for benefits

IT teams at this St. Louis-based agrochemical corporation follow agile principles and have autonomous decision-making responsibility for selecting technologies to solve business problems. Each month, the

company schedules an Innovation Day and lets IT employees work on projects of their choice that have potential business value. Several programs – including Women in IT, which was relaunched in 2014 – provide networking, training and other career development opportunities.



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Thank you and congratulations to our Information Management and Technology Group (IMTG) Team!



Members of the Adventist Health IT team, here gathered outside the organization's new Solutions Center, appreciate the department's stimulating, collaborative environment.

25 **Adventist Health System**
Adventist employees work in a new state-of-the-art green headquarters facility in Altamonte Springs, Fla. The premises include an employee lounge with walking stations, a workout area, a "reflection room" for quiet contemplation and an outdoor walking path. IT employees enjoy a stimulating, collaborative environment where they work on innovative customer-focused projects.

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 John Middleton
 Altria Group Distribution Company
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Altria

26 Navy Federal Credit Union

This Vienna, Va., credit union offers full- and part-time employees a robust benefits package that includes a 401(k) plan with an employer matching contribution, a pension plan and a loan discount program. Having had no layoffs in its 82-year history, the organization declares that it is firmly committed to its employees, 76% of whom have a military affiliation.

27 Southern Co.

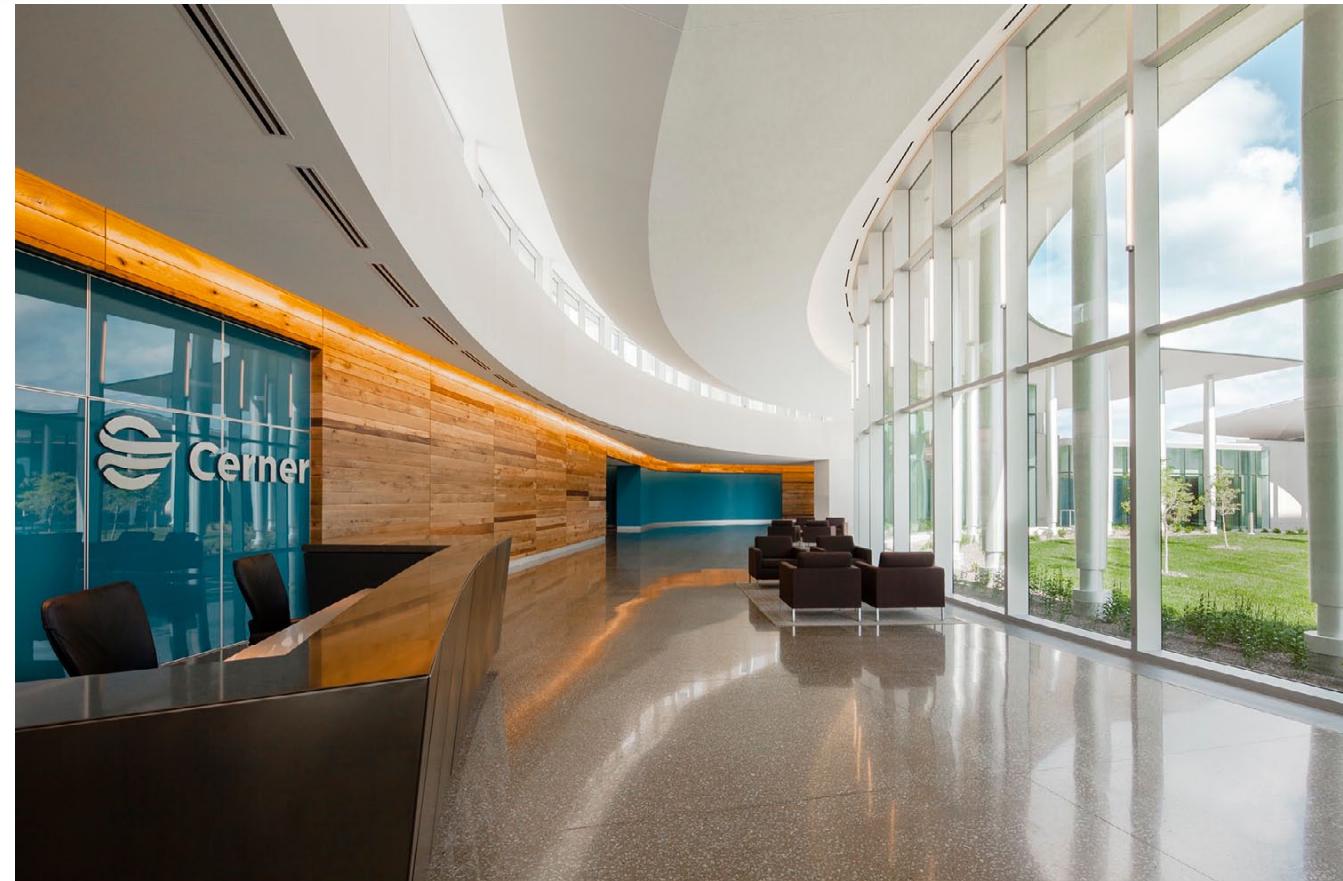
IT employees at this Atlanta-based energy company have opportunities to use new technologies to transform the business. To foster innovation, the company has set up an IT intellectual property program that has taken action on 931 employee ideas. In addition, an IP incubator initiative and a competitive event, added in 2014, encourage tech-minded employees to innovate.

28 Jack Henry & Associates

No. 6 for career development IT employees push the limits of technology at this Monett, Mo.-based provider of computer systems to banks and credit unions. The Jack Henry & Associates motto – “Do the right thing. Do whatever it takes. And have fun.” – reminds people to focus on relationships and professional development. JHA supports employees’ charitable efforts.

30 Grant Thornton

Working on great projects in an atmosphere where people help one another is the norm for IT pros at Grant Thornton. The Chicago-based accounting firm offers an IT leadership development track and celebrates successes through a formal recognition program. IT leaders provide their teams with best-in-class tools and encourage staffers to continually hone their skills.



Employee health and wellness are priorities at Cerner, whose facilities feature on-site amenities such as health clinics, pharmacies, fitness centers and cafeterias with healthy menu options.

29 Cerner

Employee wellness is a priority at this Kansas City, Mo., provider of clinical and administrative IT systems to the healthcare industry. Wellness-related amenities include on-site health clinics, pharmacies, fitness centers and cafeterias with healthy menu options. Cerner also offers on-site physical therapy and chiropractic care, and it has created a program called Maternity Navigation to support pregnant employees and their families.

31 CSX
IT employees have the opportunity to participate in several programs to develop and maintain their skills at this Jacksonville, Fla.-based rail freight transportation company. Those interested in developing management skills, for example, can sign up for

a business leadership program conducted by the University of Maryland. CSX also offers mentor-based programs designed to facilitate skills growth and promote a feeling of inclusion. Outstanding performances and career milestones are acknowledged with cash rewards and gift certificates.

32 OhioHealth
IT employees at this regional healthcare system, headquartered in Columbus, Ohio, work alongside colleagues from other departments in an innovative atmosphere and frequently communicate with members of the executive

leadership team. The tech team works collaboratively with clinicians to create innovative systems that streamline and improve patient care. Close partnerships and a team structure ensure that everyone has a voice at the table, resulting in strong relationships built on trust.

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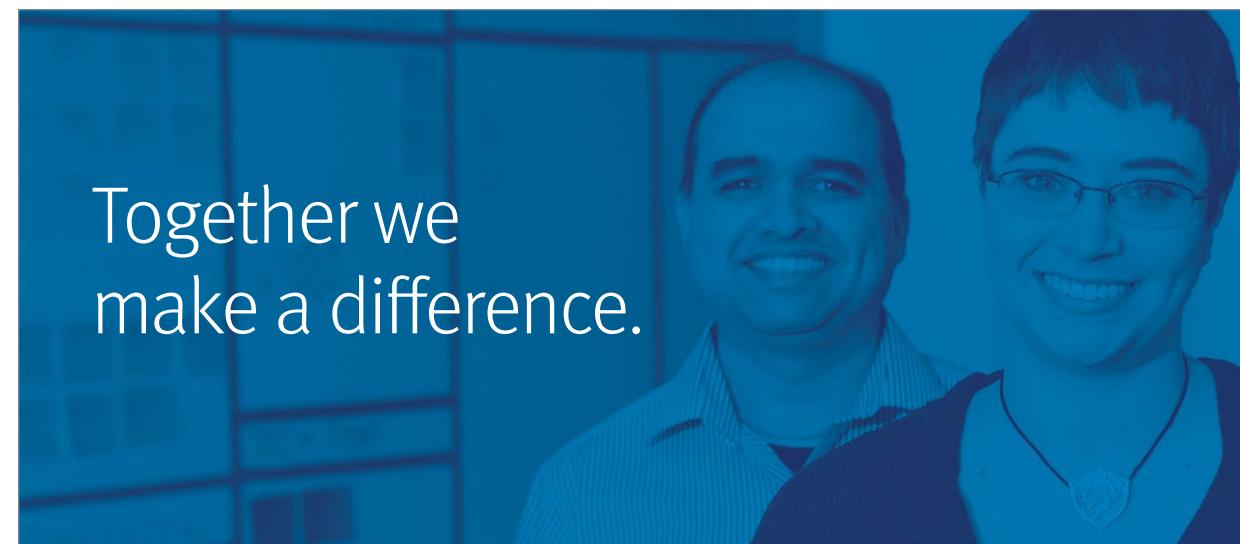
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Kamran Roy, Erin Richmond, Jameson Foster and the rest of the Northwestern Mutual IT team benefit from an annual incentive plan that rewards team and individual successes.

36 Northwestern Mutual Selected technology professionals can gain valuable experience by participating in six-month rotational assignments at this Milwaukee-based life insurance company, and all IT staffers can take advantage of a number of professional development options. A new peer recognition program allows people to give co-workers points that can be redeemed for gifts. On-site amenities include a fitness center and a health clinic with a physician on staff.

33 Cancer Treatment Centers of America A “stakeholder benefit” gives every employee at this nationwide network of hospitals a chance to earn a bonus based on the achievement of strategic objectives. CCTA, which recently moved its U.S. headquarters to Boca Raton, Fla., also has a peer recognition program that allows individuals to present colleagues with monetary rewards.

34 McGladrey Employees at this Chicago-based tax, assurance, consulting and wealth management firm enjoy a generous allotment of paid time off, customized work schedules, and an allowance of \$2,500 per person annually for professional development. Tech professionals are encouraged to focus on their strengths and become highly trained experts in specific disciplines.

35 International Paper This Memphis-based global manufacturing company supports employee development through numerous avenues, including training, mentoring, stretch assignments, job swaps, international assignments and leadership roles in charity events. IT staffers can showcase their accomplishments to their peers and senior IT leaders in regular “play to win” sessions.

37 DirecTV IT leaders at this El Segundo, Calif.-based provider of satellite TV service encourage failure: The “F-12: Fearless Focused Failure” program gives techies the freedom to innovate with no worries about repercussions if they don’t succeed. DirecTV offers a competitive compensation package, provides excellent training opportunities and reimburses employees for educational expenses.

38 CA Technologies
No. 5 for benefits
IT professionals at this New York-based software vendor inspire and support one another in a team-oriented environment.

With offices in several locations around the world, CA offers opportunities to gain a wealth of experience by moving across business units. Comprehensive career development and training programs help people achieve their goals.

39 Palmetto Health
This not-for-profit healthcare provider's IT department promoted 15 team members to new positions in the past year. IT budgets about \$200,000 for training each year, and employees receive up to \$5,000 annually for tuition reimbursement. Other perks available to employees of Columbia, S.C.-based Palmetto include telecommuting and flexible scheduling options.

40 AT&T
This Dallas-based telecommunications provider surveys employees every 16 months to determine the staff's top priorities. Supervisors devise quarterly action plans based on employee feedback and have regular dialogue with workers to ensure that progress is being made. A personalized learning portal allows IT staffers to develop and manage their own training plans.

41 Intermountain Healthcare
This Salt Lake City healthcare system fosters IT innovation through initiatives like the Healthcare Transformation Lab, which facilitates cooperation between key individuals to turn ideas into solutions. Intermountain offers training opportunities, flexible working arrangements and a defined-benefit pension plan that's fully employer-funded.



Raytheon employees take pride in the company's Immersive Design Center, a state-of-the-art visualization space designed by IT engineers to enable modeling and simulation.

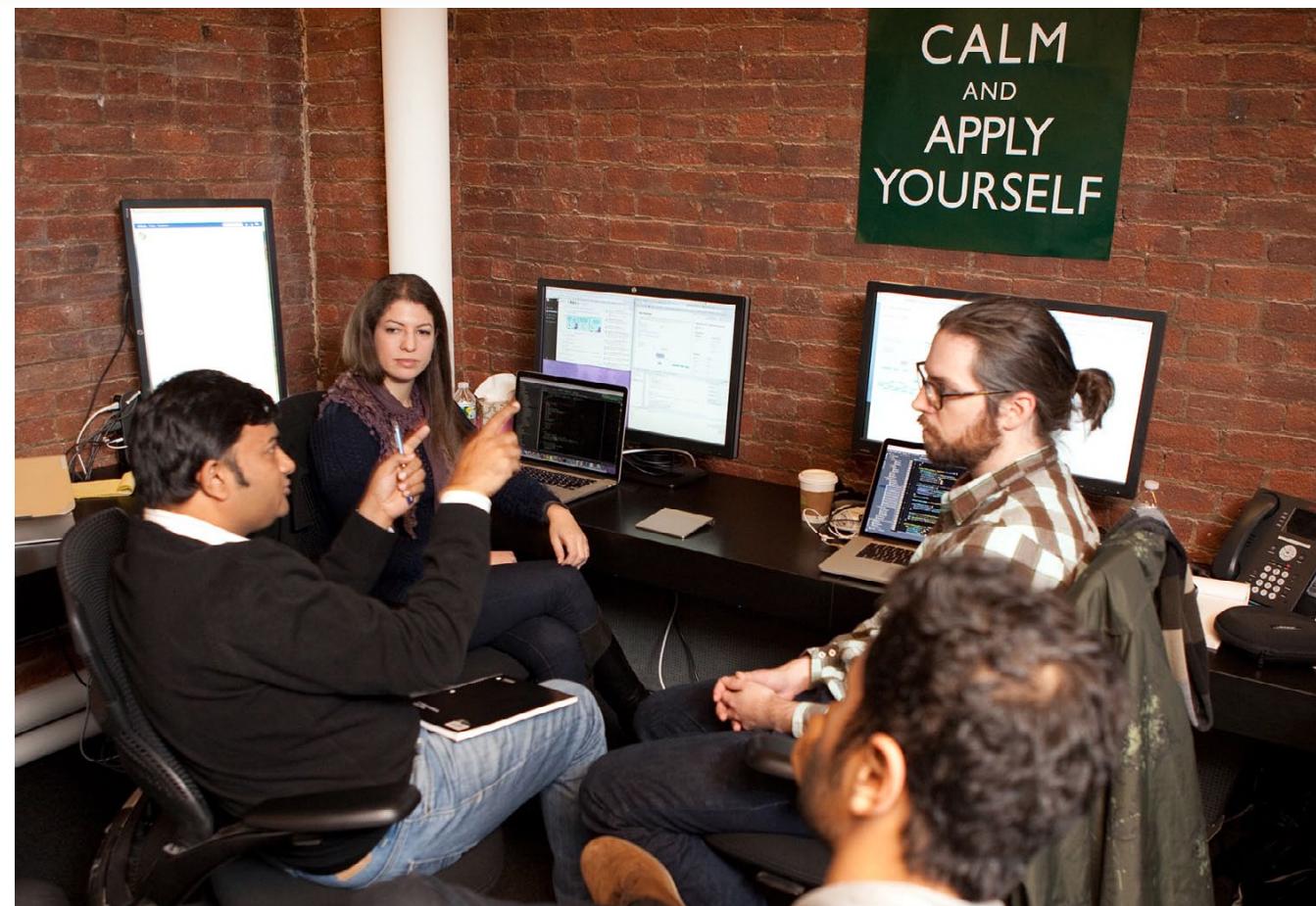
42 Raytheon
Opportunities abound at this international aerospace and defense company, which is headquartered in Waltham, Mass. IT professionals can take advantage of diverse career development programs, opportunities to work with leading-edge technology, international assignments, and a wide range of internal and external educational programs. Other perks include flexible working arrangements.

43 Applied Materials
This maker of semiconductor production equipment in Santa Clara, Calif., prioritizes career development. An organizational leadership and development consulting firm helps to improve overall team performance. Management is encouraged to promote from within and recognizes strong performances with spot rewards, certificates, cash awards and commendations from the CIO.

44 American University
No. 4 for career development
American University's Office of Information Technology challenges its team with frequent new projects. IT employees can also participate in trade conferences, training programs, networking events and mentoring programs. The Washington, D.C., institution offers a generous retirement plan, and employees, their spouses and children enjoy full tuition remission.

45 SAS Institute
No. 8 for benefits
Technologists at this Cary, N.C., provider of business analytics and services enjoy inspiring work, open communication with colleagues and generous benefits and perks. Employees have access to state-of-the-art technology and can work on a range of projects. IT management recognizes staff achievements through several awards programs.

46 McKesson
This healthcare services company pays attention to the health of its workforce, providing employees with fitness monitors and offering annual health reviews and rewards for meeting activity-based goals. San Francisco-based McKesson's professional development options include computer-based training, in-person classes, e-books and its internally developed strategic knowledge libraries.



ADP IT associates collaborate at the company's Innovation Lab in New York City.

47 ADP
ADP offers growth opportunities to employees at all levels within the IT organization. A provider of payroll and tax-filing services, the Roseland, N.J.-based company allows workers to take up to eight paid hours per year for volunteer work, sponsors community activities and matches charitable donations. It also has numerous programs to create a more inclusive culture and a more diverse and engaged workforce.



Nationwide IT staffers Lei Pan, Paninya Masrangsang, Jenelle Taltoan and Cameron Blackwood appreciate the company's commitment to ongoing learning.

49 Nationwide Mutual Insurance
This Columbus, Ohio, insurance and financial services company is committed to creating a highly skilled, highly motivated IT workforce. Each IT office has an advisory group that collaborates on decisions, changes and communications that affect IT employees. Learning opportunities include “Teaching Thursdays,” an in-house peer-based learning program, partnerships with local universities, and a biweekly radio show focusing on new technologies.

48 Vanguard Group
Efforts to promote IT career development at Vanguard include a tuition reimbursement plan, job rotations, mentoring and specialized development plans for each employee. The Valley Forge, Pa., investment firm cultivates future IT leaders with its two-year Technology Leadership Program. It also promotes from within and offers an on-site MBA program through Drexel University.

50 BNSF Railway
No. 2 for career development
This freight transportation company supports employees' efforts to improve their skills by offering challenging assignments, training programs and a tuition reimbursement plan. Employees enjoy competitive pay, generous benefits, a retirement package and annual bonuses. Amenities at BNSF's Fort Worth, Texas, headquarters include a fitness center.

51 Edward Jones
Edward Jones focuses on hiring talented people, training them well and giving them a chance to excel. The St. Louis-based financial services firm also challenges its IT employees with rewarding projects through which they can improve or invent systems that have an impact on organizational success. In 2014, 98% of all leadership positions were filled internally and turnover was a low 4%.

52 Verizon Wireless
IT employees at this Basking Ridge, N.J., telecommunications company challenge themselves and co-workers through initiatives like Powerful Answers, where people submit problems and collaborate with colleagues to come up with solutions. Innovation programs further empower employees by establishing partnerships between technology experts and business stakeholders.



The IT team at Carolinas HealthCare includes Stephanie Harrell, Jason Whitted, Eric Goodwin (seated), Debra Plousha Moore, Derek Raghavan and CIO Craig Richardville.

53 Carolinas HealthCare System

Tech employees at this Charlotte, N.C.-based health-care provider implement innovative systems that change lives. In 2014, the IT department piloted applications that allow patients to contact doctors via their PCs or smartphones. IT is also linking wearable devices to electronic medical records.

55 Cook Children's Health Care System

The IT department at this Fort Worth, Texas, healthcare provider strives for excellence in a fun, caring, collaborative and innovative environment. The organization invests in new technology, and IT leaders are advocates of promoting from within. The IT team enjoys a fun social scene at work, with events such as holiday parties and cookouts.

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54 AMC Theatres

IT professionals at Leawood, Kan.-based AMC Theatres use leading-edge technologies to solve problems

– which means they can enhance their tech skills while improving the national movie theater chain's business results. AMC IT professionals can participate in special events like advance screenings of movies, and they get annual theater passes to share with friends and family.

56 Chesapeake Energy

IT pros play a critical role in driving the performance of this Oklahoma City oil and gas exploration and production company. Most IT resources are allocated to projects whose success or failure determines the size of the company's annual bonus pool. Technical training helps IT staffers develop new skills. Chesapeake Energy's home office features a 72,000-sq.-ft. fitness center.

2015

BEST PLACES TO WORK *in IT*

{ MIDSIZE } COMPANY RANKINGS

Among organizations with 1,001 to 4,999 U.S. employees

1 Credit Acceptance

No. 9 for retention

This Southfield, Mich., auto financing company offers competitive compensation and generous bonuses. IT employees are encouraged to offer solutions to business stakeholders. Team-building activities include an annual summer picnic, Ping-Pong tournaments and Super Bowl pregame festivities. The company also supports employees in their community service efforts.

2 Lafayette General Health

From rewards and recognition to performance incentives, this southwestern Louisiana health-care organization finds many ways to show its employees that they're a top priority. IT workers are empowered to think creatively when they tackle challenging projects, and successes are recognized and celebrated. Workers value the learning opportunities Lafayette offers.

3 Avanade

No. 10 for training

This Seattle-based IT consulting services provider places a premium on ensuring that workers are familiar with the latest technologies. Employees are required to complete 80 hours of training per year, and Avanade frequently participates in early adopter programs. All U.S. employees receive a \$2,000 annual allowance to improve their work/life balance.



Autodesk encourages IT employees to share ideas and connect with business stakeholders to get their innovations implemented.

4 Autodesk

No. 1 for benefits

This San Rafael, Calif., maker of CAD software offers employees generous benefits in a unique culture where dogs are welcome, telecommuting is common and U.S. employees earn six-week sabbaticals every four years. IT employees can take advantage of multiple training opportunities, a companywide mentorship program and an Innovation Day competition.

5 Nicklaus Children's Hospital

Promoting work/life balance among employees is a priority at the former Miami Children's Hospital, which was recently renamed after receiving a \$60 million pledge from the healthcare foundation of golfer Jack Nicklaus. The hospital offers a generous paid time off policy, flexible scheduling and on-site child care. IT staffers work on challenging projects.

6 Financial Industry Regulatory Authority

Perks are top of mind at FINRA, an independent, non-governmental regulator of securities firms. The Rockville, Md., organization offers a 401(k) plan with an employer contribution that can amount to between 3% and 9% of salary. Multiple career-development task forces help ensure that all employees are on track for continued growth.

7 CHG Healthcare Services

No. 10 for career development
This Salt Lake City healthcare staffing firm emphasizes wellness and community-building. Employees can lower their healthcare costs by earning wellness points to reduce their insurance premiums, and CHG's core value – "Putting people first" – helps create an atmosphere of respect, caring, support and fun.

8 NuStar Energy

IT employees at this San Antonio-based distributor of crude oil, refined products and specialty liquids have clear paths for advancement, thanks to CIO Manish Kapoor's efforts to overhaul job titles, refine responsibilities and increase opportunities. The Bright Star program rewards employees for strategic business ideas that improve NuStar's performance and profitability.



Akamai IT employees Zach Bray, Justin Denbow, Eddie Beach, Logan Levine, Jackie Geilfuss and Paul Weidel enjoy perks such as unlimited vacation days.

9 Akamai

This provider of cloud computing services and a content delivery network favors candidates who want to work with the latest technologies and are willing to take risks. Bike racks, Ping-Pong tables, arcade games and unlimited vacation days up the happiness quotient at Akamai's Cambridge, Mass., offices. An IT-specific awards program recognizes individuals and teams who go beyond the call of duty.



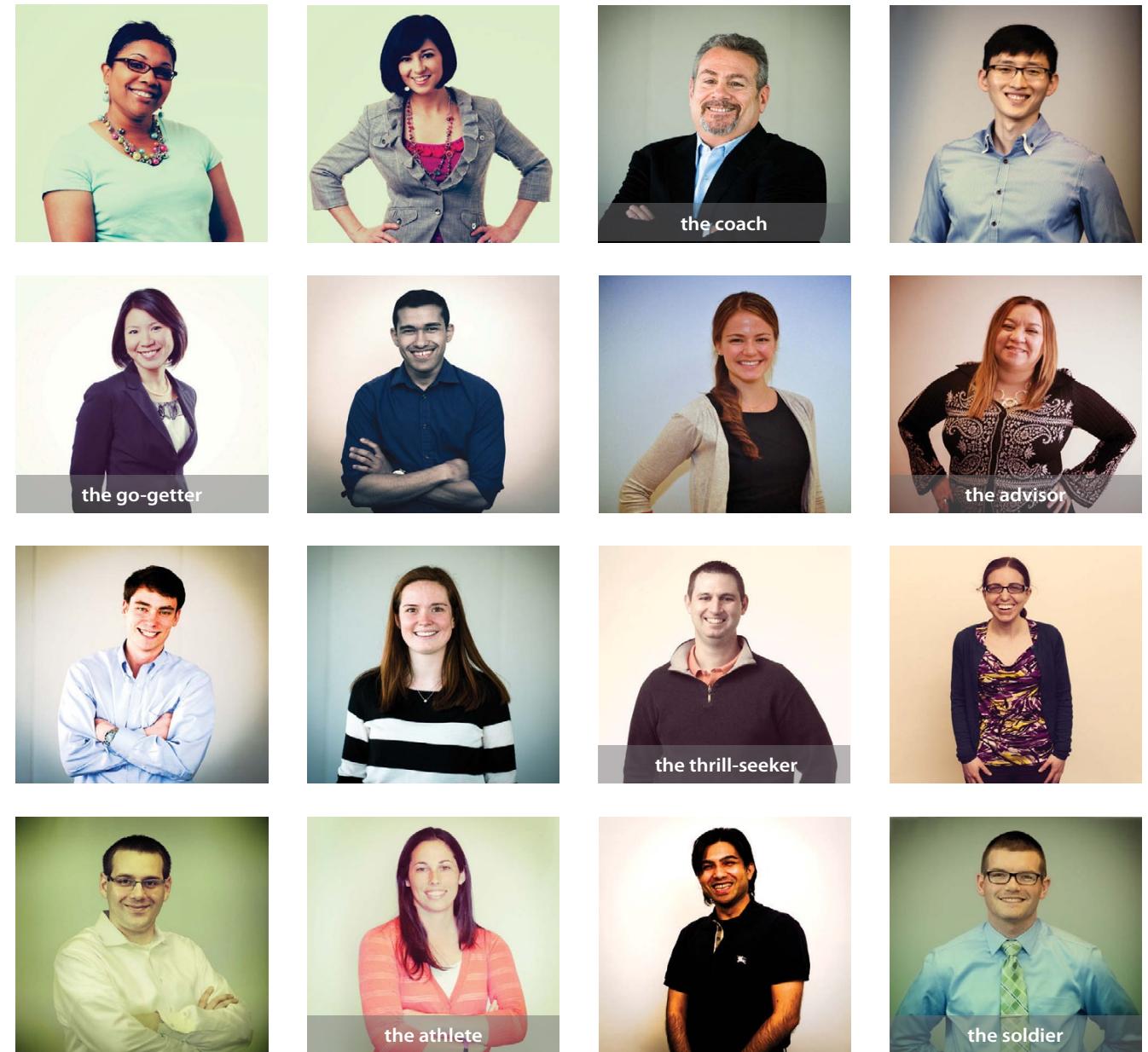
At Halifax Health, IT team members are encouraged to create and submit ideas to improve the organization's consumer satisfaction scores.

10

Halifax Health

No. 5 for retention / No. 3 for career development

IT professionals at this Daytona Beach, Fla., healthcare provider enjoy flexible schedules, opportunities to pursue training and certifications, and internal career advancement plans, as well as free fitness club memberships, a fresh food marketplace and health plan discounts.



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Despite rapid growth, Enova International strives to remain true to its innovative, startup roots. IT employees are rewarded for original ideas and creative solutions.

11 Enova International

This Chicago-based global provider of financial services encourages employees to exchange ideas in groups called guilds, which focus on topics like user experience and database technologies. Enova's most popular perks include fully stocked kitchens, a dry cleaning service and yoga classes.

13 Informatica

A recently created Office of the CIO function promotes culture and community and fosters employee growth at this Redwood City, Calif.-based provider of enterprise data-integration software. Helping staffers develop management and leadership skills is a priority for Informatica's IT leaders. In 2014, the entire IT team was flown to San Diego for a three-day strategy conference.



Once again, Nicklaus Children's Hospital has been named one of *Computerworld's* "100 Best Places to Work in IT" for 2015. That's because we recognize innovation and creativity. We nourish new ideas and help them grow. Unlocking the potential of the human spirit is what keeps us on the forefront of research and technology, and in the hearts of our patients, their families and our community. It also inspires us to continuously enhance our work environment.

POTENTIAL

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12 Transocean

The "IT DNA" of this Houston-based deep-water drilling company emphasizes working well together, following the rules and delivering superior customer service. Continual mentoring by the IT management team keeps tech staffers on an upward career path. Individual achievements are recognized at town hall meetings and off-site events, often with financial awards.

14 American Fidelity Assurance

A new R&D program aims to help IT professionals stay abreast of new technologies that impact distribution, services, products and customer service at this Oklahoma City-based life and health insurer. That program lasts three to six months. A shorter-term undertaking called "Day of Innovation" gives employees an opportunity to engage in friendly competition.

15 DriveTime Automotive Group

This Phoenix-based used-car dealer and financing company recruits top-tier business analysts and database and application developers, then strives to keep them engaged with training programs and opportunities to work on projects they are passionate about. IT staffers share in a companywide quest to improve the DriveTime customer experience.

16 Genesis HealthCare System

Professional development for IT pros at this multi-hospital integrated healthcare provider includes technical training, opportunities to pursue certifications and a generous tuition reimbursement program. The Zanesville, Ohio, organization allows staffers to telecommute and/or adjust their schedules to accommodate personal and family needs.

17 Securian Financial Group

IT workers celebrate each summer with a themed event at this St. Paul, Minn.-based financial services and insurance firm. On-site amenities include a day care center, banking, a coffee shop and restaurants. Last year, employees collectively spent more than 5,000 hours on charitable projects.

18 Los Angeles World Airports

Recognized as a leader in airport technology development, Los Angeles World Airports (LAWA) is an arm of the Los Angeles city government that owns and operates three airports. LAWA has monthly and yearly programs to reward IT staffers for outstanding achievements. Employees can participate in training and travel programs to improve their technical skills.



Securian's IT team includes (foreground) CIO Jean Delaney Nelson, Thomas Rome, Pa Woua Vang, Sophia Rubbelke and Kevin Charpentier, and (background) Dave Baston, Teri Abbott, Ahmed Lafta and Tess Erickson.

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2015

BEST PLACES TO WORK *in IT*

{ **SMALL** }
COMPANY RANKINGS

Among organizations with 1,000 U.S. employees or fewer

1 Noah Consulting This Houston-based provider of information management

services to the energy industry may be all-virtual, but its far-flung consultants still share a sense of camaraderie – two companywide annual social events are complemented by smaller, monthly gatherings that foster team spirit. Training is available for every employee at every level, and a detailed career map helps employees advance.

2 Sev1Tech No. 6 for training Skills development is a priority at this Woodbridge, Va., IT services provider.

The company offers employees up to \$5,000 per year for tuition or certifications; it also picks up travel costs. Sev1Tech makes an automatic “safe harbor” contribution of \$5,000 to every employee’s 401(k) fund, and it allows employees to take up to three days off per year for community service.

3 Commonwealth Financial Network No. 2 for training / No. 4 for retention / No. 5 for career development

An agile and fast-paced yet supportive working environment attracts tech professionals to this Waltham, Mass., financial services firm. After three years of service, employees are eligible to stay for free in one of the chairman’s six vacation homes.



Secure-24 promotes a sense of community with picnics, holiday parties, team outings, companywide lunches and friendly games of pool and foosball.

4 Secure-24 No. 3 for training / No. 10 for retention IT staffers frequently collaborate with leading technologists and work on cutting-edge projects

at this Southfield, Mich.-based provider of managed cloud services. Employees enjoy 100% company-sponsored benefits, flexible work schedules, unlimited vacation days based on individual need, and reimbursement of cellphone costs.



To encourage collaboration among its engineers, Axxess offers IT department lounges stocked with free drinks and snacks.

6 Axxess Engineers at this Dallas-based software developer are energized by its commitment to using high-quality, sustainable code. IT employees are recognized throughout the year with performance-based merit awards. Benefits include three weeks of vacation annually, a flexible work schedule, a casual dress code, concierge services, birthdays off, happy hours and free beverages, snacks and games on-site.

5 Connectria No. 7 for retention / No. 7 for career development

This St. Louis provider of cloud hosting solutions offers state-of-the-art workspaces featuring flowers and complimentary selections of fresh fruit. A “No Jerks Allowed” philosophy promotes mutual respect among co-workers, vendors and customers. Benefits include 100% company-paid health, dental and disability insurance.

7 GlobalScape This San Antonio software provider takes pains to make sure its IT pros feel relaxed and productive at work, offering flexible schedules, a casual dress code and extra time off during the holidays. A monthly catered lunch, “breakfast Thursdays” and reward programs let people know they’re valued. Training programs and a tuition reimbursement plan help workers keep their skills fresh.

8 Bounce Exchange No. 1 for retention / No. 1 for career development

Developers, engineers and service team members are highly valued at this New York City start-up, a maker of behavioral automation tools for marketers. All-hands meetings keep employees up to date on company strategy, and retreats, poker tournaments and karaoke nights foster camaraderie.

9 Liquidnet This New York-based global institutional trading network organizes weekly scrums, weekend hackathons and off-site gatherings for IT staffers. A program called Swim Camp offers support for new hires, and Liquidnet University provides dynamic opportunities for continuing education, including custom courses developed through a partnership with New York University.

10 National Rural Electric Cooperative Association

No. 8 for training

This Arlington, Va., organization, which represents consumer-owned power cooperatives, created an initiative called the IT Innovation Program that gives staffers the time, tools, funding and support they need to pursue new ideas and develop new systems.

12 Pekin Insurance

Techies who sign on with this Pekin, Ill., insurer have a chance to build from the ground up with technologies like SaaS, IaaS, PaaS, mobile, social, virtualization and predictive modeling. Pekin offers telework options, paid time off to attend children's school activities and half-day Fridays.



Pekin Insurance IT staffers (clockwise from far left) Lorraine Watkins, Gary Finamore, Susan Jones, Sean Horack, Carole Bunting, Jennifer Sinn and Robert Bonjour.

11 Avaap

No. 3 for retention

Flexible scheduling, competitive benefits and myriad training opportunities attract IT employees to Avaap, an Edison, N.J., firm specializing in Infor enterprise applications. To unite the members of its geographically dispersed workforce, the company holds annual gatherings for business reviews, celebrations and team-building exercises.

13 National Information Solutions Cooperative

NISC, a data-processing and billing provider in Lake St. Louis, Mo., dedicates a portion of its annual budget to research, development and quality, ensuring that its IT staffers have access to the most up-to-date tools and software. A statement of shared values instills a sense of cohesiveness throughout the workforce.

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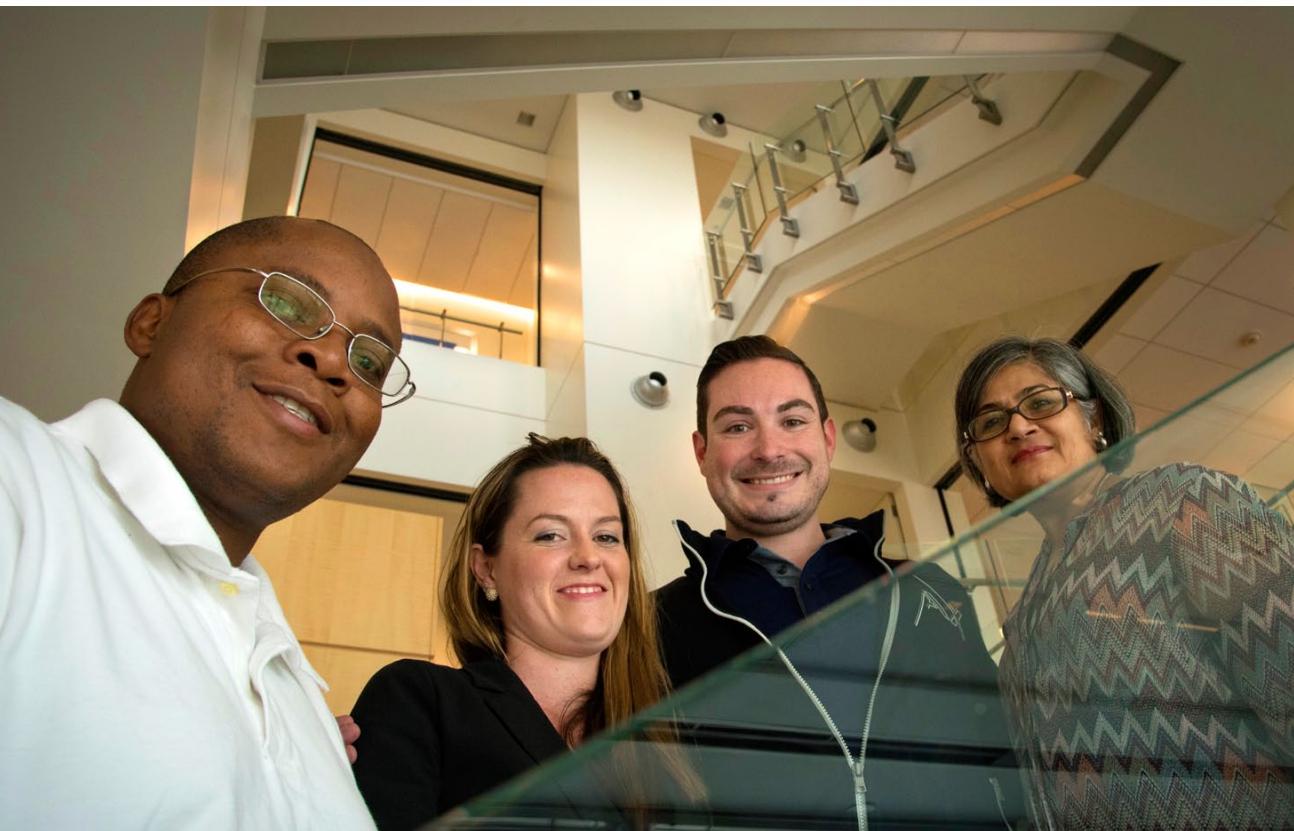
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HAVI GLOBAL SOLUTIONS / LARRY MOHR

HAVI Global Solutions offers various professional development opportunities to IT staffers like IK Enorensen, Ellen Hull, Marc Romero and Jenny Shah.

14 **HAVI Global Solutions**
Employee engagement and cross-team collaboration are priorities at this Downers Grove, Ill., consultancy, which specializes in supply-chain solutions and services. Each employee, no matter how junior, has the opportunity to participate in skip-level meetings with senior IT executives and can attend workshops and lunchtime seminars.

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CFA Institute IT employees Rachel Vogus, Ken Meyers, Joe Russ, Kyle Carmitchel and Todd Fischer thrive in a culture that promotes ethics and education.

15 CFA Institute
IT employees get to work with technologies like mobile apps, gamification tools and cloud-based systems at this Charlottesville, Va., professional organization, which promotes ethics and education in the investment industry. Benefits include summer hours and a 12% total contribution to 401(k) accounts.

17 Coca-Cola Enterprises
No. 7 for training
Coca-Cola Enterprises has embraced agile development in a big way. Physical changes to the \$8.2 billion global soft drink bottler's Atlanta offices promote collaboration; new telepresence units facilitate remote meetings; and a new IT development lab is designed to function as a fully agile ecosystem.

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16 RKON Technologies
No. 1 for training
This Chicago-based provider of cloud services offers its employees fast-paced, challenging IT assignments, career development opportunities, work-from-home options, competitive salaries, pop bonuses and team-building activities like outings to sporting events. Benefits include financial planning services and a comprehensive wellness program.

18 SquareTwo Financial
IT employees at this Denver-based financial services firm get to be beta testers and early adopters of some of the newest and most innovative technologies. Perks include paid sabbaticals, telecommuting options, reimbursement for the cost of continuing education, on-site yoga, and health insurance for domestic and same-sex partners.

19 Zumasys
IT staffers at this fast-growing provider of cloud services in Irvine, Calif., can take advantage of a variety of training and certification opportunities, and they're given hands-on access to the latest technologies, including systems from NetApp, Citrix and Cisco. An international travel incentive gives one employee per quarter a week of paid time off and \$4,000 for a trip outside of North America.

20 Datto
This Norwalk, Conn., provider of data backup, disaster recovery and business continuity solutions has grown rapidly, but everyone from the 29-year-old CEO on down remains committed to its motto: "Work hard, play harder." Employees enjoy unlimited paid time off, monthly open houses, poker nights, sports and fitness challenges, and free Friday lunches.

21 SimpliVity
A focus on professional development begins as soon as employees join this Westborough, Mass.-based provider of infrastructure technology: The company's prescriptive onboarding process includes a multihour orientation led by the CEO. Culinary offerings include free breakfast, catered lunches every day at the headquarters facility and fresh fruit delivered weekly.

22 Rural Sourcing Inc.
No. 8 for career development
Rural Sourcing's mission is to bring offshored IT jobs back to the U.S. by connecting companies with IT professionals in rural areas of the country. Workers who exemplify Atlanta-based RSI's core values are recognized at monthly meetings. Picnics, dinners, bowling nights and a "Nerd-lympics" competition foster team spirit.

23 NIIT Technologies
Staff development is a hallmark of this IT software and services provider, which maintains U.S. headquarters in Atlanta. A career guidance initiative pairs nonmanagerial staffers with senior managers for mentoring, and the Chairman's Quality Club gives more seasoned employees direct access to the CEO. Perks include 18 days of paid vacation and up to 14 days of training.

24 S&P Consultants
To attract and retain top-notch healthcare IT experts, this Braintree, Mass.-based consultancy offers a challenging environment where staffers' skills and abilities are always being tested and expanded. Employees can work with mentors and pursue multiple learning and development opportunities. Generous bonus and incentive programs – including a four-week paid sabbatical – keep people motivated.

25 MetroStar Systems
Career ambitions are taken seriously at this Reston, Va., IT services provider. Every employee has access to free training through MetroStar University and is offered \$2,000 to put toward courses, certifications or other professional enrichment opportunities. An internal hackathon, designed to inspire staffers to be more innovative, has yielded two commercially viable products.

26 Online Computer Library Center
Staff support is a priority at OCLC, a Dublin, Ohio, nonprofit computer library and research organization: IT workers are given realistic deadlines and have access to the resources they need to complete projects. Options for maintaining work/life balance include teleworking, flexible scheduling, compressed workweeks and job-sharing.