

COMPUTERWORLD



THE VOICE OF BUSINESS TECHNOLOGY computerworld.com

July 2015

100

2015

BEST PLACES TO WORK *in* IT



7 TECH PROS EXCEL where projects are challenging, salaries robust and work/life options plentiful.

Table of Contents

2015 100 BEST PLACES TO WORK *in IT*

➤ **ONLINE** Check out videos, slideshows, an interactive map and a smart tool that helps you sort and filter the list of the Best Places to Work in IT.

TOP 10 RANKINGS 29 See which organizations **topped the charts** for benefits, career development, employee retention and training. | **EMPLOYEES BY THE NUMBERS 30** Here's what **more than 23,000 IT workers think** of their compensation, benefits, office morale, workplace stress levels and more. | **EMPLOYERS BY THE NUMBERS 42** Find out what **the top 100 organizations offer** by way of salary, bonuses, paid time off, training, promotions, hiring, communications and more. | **HOW WE CHOSE THE WINNERS 56**



Quicken Loans

➤ **NO. 1 LARGE,** page 8. Plus, listings for all large organizations, page 14.



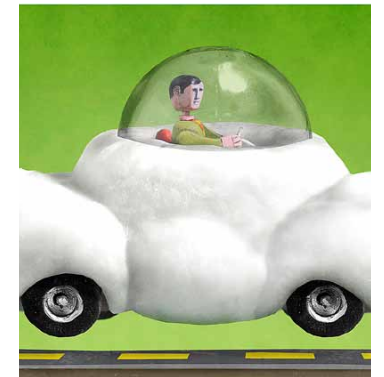
Credit Acceptance

➤ **NO. 1 MIDSIZE,** page 31. Plus, listings for all midsize organizations, page 37.



Noah Consulting

➤ **NO. 1 SMALL,** page 44. Plus, listings for all small organizations, page 50.



NEWS ANALYSIS

4 At a crossroads in the changing **in-car infotainment** market, Microsoft may recalculate and turn toward the cloud.



DEPARTMENTS

58 Shark Tank

COMPUTERWORLD

P.O. Box 9171, 492 Old Connecticut Path, Framingham, MA 01701-9171 | (508) 879-0700

» EDITORIAL

Editor in Chief

Scot Finnie

Editor

Ellen Fanning

Executive Editors

Sharon Machlis (online / data analytics)

Ken Mingis (news / strategy)

Managing Editors

Valerie Potter (features)

Bob Rawson (copy / production)

Senior News Editors

Johanna Ambrosio (technologies)

Marian Prokop

Art Director

April Montgomery

Senior Reviews Editor

Barbara Krasnoff

Features Editor

Tracy Mayor

Reporters

Sharon Gaudin, Matt Hamblen,

Gregg Keizer, Lucas Mearian,

Patrick Thibodeau

Editorial Project Manager

Mari Keefe

Senior Associate Editor

Rebecca Linke

Office Manager

Linda Gorgone

Contributing Editors

Jamie Eckle, Preston Gralla, JR Raphael

» CONTACTS

Phone numbers, email addresses and reporters' beats are available online at Computerworld.com (see the [Contacts](#) link at the bottom of the home page).

Letters to the Editor

Send to letters@computerworld.com. Include an address and phone number for immediate verification. Letters will be edited for brevity and clarity.

News tips

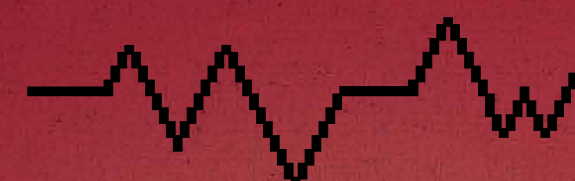
newstips@computerworld.com

Tech newsletters

Sign up now for breaking news and more at: www.computerworld.com/newsletters/signup.html.

To unsubscribe from this Digital Magazine, [CLICK HERE.](#)

Copyright © 2015 Computerworld Inc. All rights reserved. Reproduction in whole or in part in any form or medium without express written permission of Computerworld Inc. is prohibited. Computerworld and Computerworld.com and the respective logos are trademarks of International Data Group Inc.



NOT ALL OF OUR HEROES PRACTICE MEDICINE

Named one of the 100 Best Places to Work in IT

Computerworld 100 Best Places to Work in IT, 2015.
© 2015 Cedars-Sinai

For the seventh year in a row, Cedars-Sinai has been recognized as a great place for IT professionals to grow their careers.

Our Enterprise Information Services (EIS) team is focused on implementing leading-edge technologies and innovative solutions to transform how clinicians deliver patient care in a fast-paced healthcare setting. We've implemented a comprehensive medical record system across our entire network — more than 90% of our physicians place electronic orders, 100% of our nurses document online and greater than 95% of medications are barcode-scanned at the bedside.

But this is just the start. We require an elite team of IT professionals to continue taking us to the next level. And that's where you step in.

Learn more about IT careers at Cedars-Sinai at apply.csmc.edu, or email eiscareers@cshs.org.



CEDARS-SINAI®





NEWS ANALYSIS OPERATING SYSTEMS

Microsoft at a Crossroads in The Automotive Tech Market

The company is likely to start losing its foothold in the in-vehicle infotainment business, but it may have a future in providing cloud-based services to carmakers. **BY LUCAS MEARIAN**

AUTOMOBILE infotainment technology has undergone a major transformation in the past couple of years, as carmakers have moved away from proprietary software to open-source

systems or more mobile-friendly platforms.

Microsoft had established itself early on as a leader in the in-vehicle infotainment (IVI) market, inking long-term contracts with major automakers like Ford, which has been using Microsoft's Windows Embedded Automotive platform in its Sync system since 2007.

Formerly known as Windows CE for Automotive, the Windows Embedded Automotive platform has run a strong second to BlackBerry's QNX operating system for years, but that's coming to an end.

Downturn Ahead

Microsoft's share of the IVI market is expected to peak next year and then begin a steady decline. That outlook is based partly on the fact that many of the company's contracts will start to lapse. But a larger factor may be the automotive

industry's shift away from proprietary systems.

Microsoft has had no new contracts for some time, said Egil Juliussen, an automotive analyst at IHS Technology. Last year, Ford announced that it would be dropping Microsoft in favor of QNX, saying it wants a

Auto manufacturers want to control the user experience in the car, but not at the expense of seamless interconnectivity and familiarity.

SAMUEL A. WAXMAN, PARTNER, PAUL HASTINGS LLP

more mobile-friendly IVI. Ford models with QNX-based systems are set to begin shipping later this summer.

Expected to follow hard on the heels of QNX are open-source platforms based on Automotive Grade Linux (AGL), a framework that has

been adopted by the GENIVI Alliance, an automobile industry consortium made up of BMW, GM, Delphi, Intel, PSA Peugeot Citroen, Visteon and Wind River Systems.

GENIVI took the Linux kernel and added middleware for the automotive industry. BMW has already delivered IVI products that use GENIVI-compliant software.

Another industry alliance, the Tizen Association, has itself launched a GENIVI-compliant platform called Tizen open-source IVI. Toyota, Nissan and Jaguar Land Rover have been working on IVI development as part of the Tizen Association.

But GENIVI isn't the only game in town. Last year, Google launched the Open Automotive Alliance with Audi, GM, Honda, Hyundai and Nvidia.

Google's goal was to standardize its own Linux-based Android IVI systems. But the

company hasn't updated its embedded IVI platform for some time. It has mostly tailored the platform for its own use in its upcoming self-driving vehicle, Juliussen said.

QNX currently holds more than 50% of the IVI market. But IHS Automotive predicts that by 2020, Linux will push past QNX and Microsoft to account for more than 41% of a market made up of 130 million IVI systems.

A Difficult Path

So where does that leave Microsoft and its seventh generation of the Windows Embedded Automotive platform? According to Samuel A. Waxman, a partner in the mergers and acquisitions and technology transactions practice groups at law firm Paul Hastings LLP, it's going to be "very difficult for any proprietary operating systems to survive.



“In a lot of ways, this mirrors the experience in the smartphone market with the Windows Phone. Auto manufacturers want to control the user experience in the car, but not at the expense of seamless interconnectivity and familiarity,” Waxman said. “Ultimately, rethinking the driver experience doesn’t mean re-creating the wheel.”

Sanjay Ravi, Ford’s senior director of worldwide manufacturing, said Microsoft’s focus now is less about providing an embedded IVI platform and

more about supplying functionality to IVI systems through its Azure cloud service.

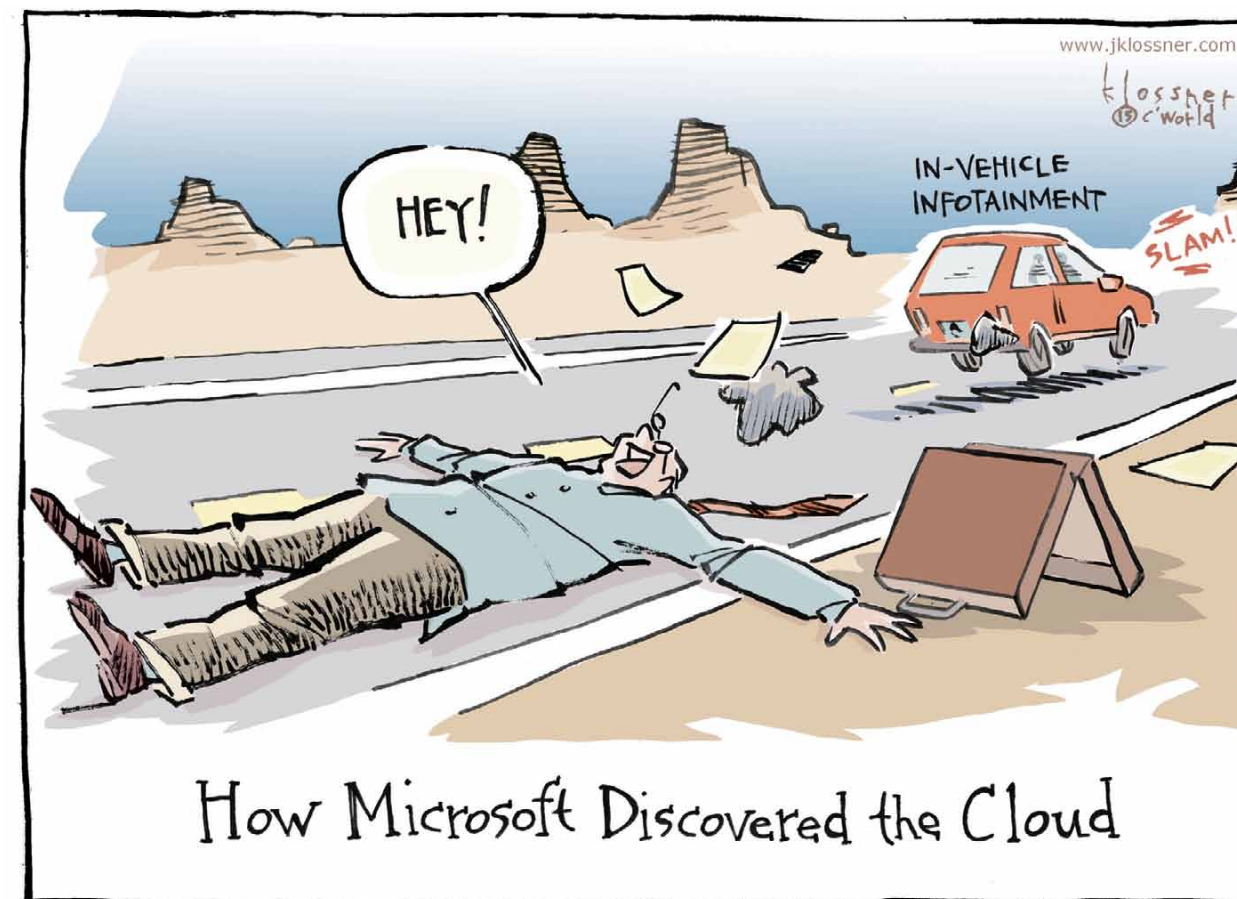
Opportunity in the Cloud

“With this new approach, Microsoft is able to bring out services powered by the cloud across any platform,” Ravi said.

Going forward, Microsoft will focus on providing a platform for over-the-air software upgrades or machine learning. The latter could, for example, make it possible for carmakers to determine when a vehicle required maintenance and then notify owners via mobile services.

Indeed, while Ford may have dumped the Windows Embedded Automotive platform, it also just partnered with Microsoft for over-the-air IVI system updates on its Sync 3 offering. Wireless over-the-air upgrades alleviate the need for vehicle owners to travel to dealerships for upgrades or download soft-

BETWEEN THE LINES | JOHN KLOSSNER



How Microsoft Discovered the Cloud

ware to a USB drive and then upload it to their vehicles.

“Microsoft has indeed shifted focus, not away from the auto industry but more toward cloud services for automobiles,” said Thilo Koslowski, an analyst at Gartner. “There’s more op-

portunity for them. Once you’re involved in an OS business, companies must make choices to go with you or without you. If you’re in the cloud business, you can be agnostic, and everybody can team with you, regardless of the OS.” ♦

**If you’re in
the cloud
business ...
everybody
can team
with you.**

THILO KOSLOWSKI,
ANALYST, GARTNER



22nd
ANNUAL
REPORT



2015

100 BEST PLACES TO WORK *in IT*

{ NO.1 | LARGE }

Quicken Loans

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

{ NO.1 | MIDSIZE }

Credit Acceptance

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

{ NO.1 | SMALL }

Noah Consulting

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

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.



The Quicken Loans IT team includes CIO Linglong He (center, front) and (clockwise) Teresa Wynn, Huruy Yohannes, Bobby Martin, Ray Mah and Matt Nagi.

ASK BOBBY MARTIN what he likes best about working for Quicken Loans when he's front and center at a Detroit Red Wings hockey game, and he'd be hard-pressed not to name the scores of free tickets available to any employee.

Back at the office, Martin, like many of his colleagues, admits that choice seats for all of Detroit's major sports teams — alongside perks like on-site yoga classes and all-you-can-eat popcorn — pale in comparison to the opportunity to work at a

2015 **BEST PLACES TO WORK** *in IT*

Quicken Loans

NO. 1 | **LARGE**

Abundant perks aside, IT team members are drawn in by a culture that values innovation, fosters an entrepreneurial spirit and champions the use of technology to drive business goals. **BY BETH STACKPOLE**



Life in the big city: One of a handful of companies driving the revitalization of downtown Detroit, Quicken Loans moved its headquarters from the suburbs back to the city center in 2010.

company that doesn't just talk about IT and innovation, but actually walks the walk.

"Quicken Loans holds us to a higher standard, but they empower us to do whatever we can to get the job done, plus more,"

says Martin, a senior data center engineer.

Making its sixth appearance at the top of *Computerworld's* Best Places to Work in IT list in the past decade, Detroit-based Quicken Loans engenders extreme loyalty among its 1,151 IT employees, who gush over management's approachable, team-oriented style and applaud the company's commitment to creative use of technology.

"Our vision is that technology drives the business," says CIO Linglong He. "Our team members really know how much we care about technology and how much it plays a role in our business."

That clear mission statement is what makes Quicken Loans a very different workplace from the norm, says Matt Bowser, a software quality assurance engineer who has been with the company for two years.

"People don't just say that they

encourage innovation — you have every opportunity to pursue it," he explains. "You can talk to any leader and tell them you have a cool idea, and they will tell you to take the time and explore it, regardless of whether it has anything to do with the current project you're working on."

Innovation Express

The company's commitment to technology goes well beyond any one manager's encouragement. There are a string of formal programs designed to spark innovation and motivate employees to come up with the next big idea.

It starts with the Cheese Factory, a space on the corporate intranet where any employee (or "team member," in Quicken Loans-speak) can make suggestions. Last year, the company implemented 650 of 5,000 Cheese Factory ideas, acting on matters as small as a request for



High-energy office: Sports are part of life at Quicken Loans. Employees have chances to win tickets to see Detroit's pro teams in action, and founder Dan Gilbert owns the NBA's Cleveland Cavaliers.

an addition to the selection of free snacks and as substantial as a proposal for an independent spinoff company. Team members vote on the suggestions, and the “goudas” — the most notable ideas — are publicly rec-

ognized and their owners may even receive cash prizes.

There's also the popular Bullet Time every Monday afternoon when IT staffers are given free rein to work on any personal project or idea, even if it's not related to company business. On top of those initiatives, there are more traditional avenues for people to expand their IT horizons, including rigorous IT training programs, hackathons, and a company-sponsored technology conference that brings IT team members together with top management and key vendors to share expertise and discuss emerging technologies.

Marc Hudson took advantage of every one of those opportunities to cultivate his ideas — and he innovated his way right out of Quicken Loans and into his own startup with He's blessing, and with financial backing from the company.

Hudson, who first joined

Quicken Loans as a software engineer, submitted an idea to the Cheese Factory for an initiative to bring high-speed fiber networks to Detroit in 2013, and the scheme quickly gained traction. Hudson refined the concept with a couple of colleagues during Bullet Time and enjoyed regular feedback from Quicken Loans' top leaders, including He. The company eventually funded a pair of feasibility stud-

People don't just say that they encourage innovation — you have every opportunity to pursue it.

MATT BOWSER,
SOFTWARE QUALITY
ASSURANCE ENGINEER,
QUICKEN LOANS

ies and helped champion the seed capital to launch a startup to pursue the idea.

Hudson's company, Rocket Fiber, was spun out earlier this year as part of Rock Ventures, a portfolio of business ventures and real estate owned by Quicken Loans founder Dan Gilbert. The new company had hired nine people as of April, and Hudson expects its head count to hit 20 within the next few months. "I couldn't have done this without Quicken Loans and the resources they put around us," Hudson says.

Build vs. Buy

Unlike many companies in the mortgage industry, Quicken Loans builds its own core systems rather than customizing off-the-shelf products to meet its specific needs. Its loan platform was built almost entirely in-house, as was its mortgage servicing system, dubbed EPIC

(for evaluates, prioritizes, integrates and calculates).

And last year, nearly half of the IT group was redeployed to work on a next-generation, technology-driven loan origination system — one that company officials say will change the way customers move through the

Some companies have one or two systems — we have so many systems and new technology platforms, we can give our team members a chance to work on anything new in the field.

LINGLONG HE, CIO, QUICKEN LOANS

mortgage process.

"Some companies have one or two systems — we have so many systems and new technology platforms, we can give our team members a chance to work on anything new in the field," He says.

That open approach means developers have the freedom to use whatever application is best for the job, regardless of whether it's part of the existing toolbox, says Josh Zook, senior vice president of application development. The Quicken Loans development team works



with the latest programming platforms, from Android to .Net, and practices agile development methodologies. Zook says the philosophy is to do things the right way, even if it takes longer, and to learn from mistakes along the way.

"What you run into in a lot of organizations is trying to solve today's problems with solutions they used in the past," Zook explains. "We try to use all the tools available ... and celebrate failures as well as successes. It comes back to our culture of innovation."

Leveraging new technology to solve problems is what motivates Jolie Behrns-Vitale, a team leader in the business intelligence unit, who came to Quicken Loans as an intern and has stayed for eight years. Quicken Loans is a fast-paced business, and that means people have to be comfortable working in a constant state of change, she says.

"There is no such thing as a typical day," says Behrns-Vitale, who manages a team of eight. "I like things that are not necessarily cookie-cutter or a rinse-and-repeat environment. Here, you get to use your talent, passion and brains to solve really



Serious fun: Employees can take advantage of perks like arcade-style games, free popcorn and on-site yoga, but they most value the company's commitment to creative use of technology.

interesting problems.”

Behrns-Vitale says her team's current problem-solving mission is to build an attribution model — something that's common in e-commerce circles but is a relatively new concept

for the mortgage industry. The model will parse the different marketing channels that influence potential clients to submit leads, mining for insights that can help steer the business in different ways.

“We looked at third-party vendors, but nothing suited the way we look at our business, so we decided to get our hands dirty and build it ourselves,” she says. “It's appealing to me to start from the ground up and build something. That's what our culture is built on.”

The Quicken Loans culture is centered on 19 *isms*, or corporate ideals. That's what makes the company different from other employers, says sports fan Martin, who came to the company as an intern more than 10 years ago, right out of high school. Being able to get great seats for Tigers or Red Wings games is a huge plus, he says, as is having the ability to make the rounds at

professional conferences.

But Martin says that the collaborative vibe and the *isms* — mantras such as “Do the right thing,” “We'll figure it out” and “Every second counts” — put Quicken Loans in a different league. “I've done tours of other facilities and worked with vendors. I see how they do things, and it's completely different here,” he says.

Erica Hudson-Biggens, team leader for MySQL, the primary customer portal for accessing Quicken Loans accounts, couldn't agree more. After more than a decade of navigating the hierarchical environments of companies in the automotive industry, Hudson-Biggens says Quicken Loans is a refreshing change, thanks to its opportunities for nonlinear growth, its fast-paced environment and its commitment to out-of-the-box thinking.

She cites her work on a marketing campaign called

the Billion Dollar Bracket Challenge as a prime example. Launched in March 2014, the challenge offered participants a chance to win \$1 billion for submitting a perfect bracket in that year's NCAA Men's Division 1 basketball championship tournament. Hudson-Biggens was part of a Quicken Loans technology team that collaborated with IT groups from Yahoo and Warren Buffett's Berkshire Hathaway to build and customize the platform in just under a month.

"The various teams learned how to work together and contribute to one ginormous initiative — and do so seamlessly, even though we never met in real life," she explains. "We put our own objectives aside and marched toward a common vision and goal. The focus was on getting the project out on time . . . and our culture made it happen."

A lifelong Detroit resident, Hudson-Biggens is also proud of all that Quicken Loans and its founder have done to help the city. Gilbert has invested more than \$1 billion in Detroit, funding numerous real estate and renovation projects, and he shepherded thousands of people back to work in the city by relocating Quicken Loans' headquarters to downtown Detroit.

"It gives me an overwhelming sense of pride," she says. "I feel like I have ownership and a mandate to preserve our culture and our ideals." That said, Hudson-Biggens concedes that the all-you-can-eat popcorn and the slushies from Detroit's own *Faygo Beverages* aren't bad either. ♦

STACKPOLE, a Computerworld contributing writer, has reported on business and technology for more than 20 years.



FIND A NEW TRAJECTORY FOR YOUR IT CAREER.

Find out how far your IT career can go at Prudential, where we're proud to have been named one of *Computerworld's* 100 Best Places to Work in IT in 2015.



To learn more, scan this code or visit
jobs.prudential.com/jobs/technology



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

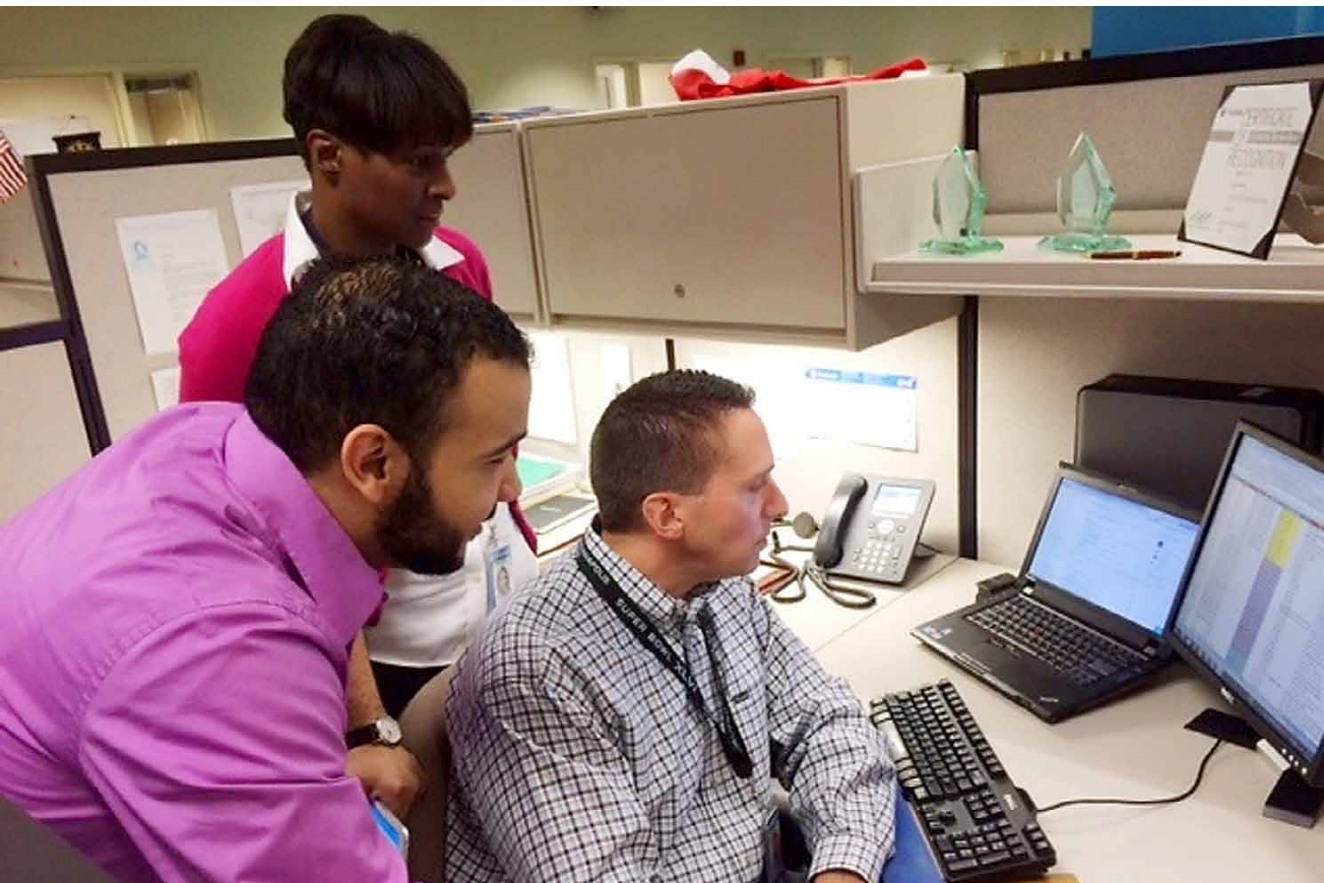
No. 7 for benefits
IT staffers at this Baltimore-based developer and manager of continuing care retirement communities get to work on diverse projects, participate in ongoing opportunities to learn new business functions, and develop professional and technical skills. All employees have individual development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

CLICK A LINK. CHANGE THE WORLD.

QuickenLoansCareers.com



OPPORTUNITY
DETROIT

#1 PLACE TO WORK
IN TECHNOLOGY
THREE YEARS IN A ROW 2015/2014/2013

COMPUTERWORLD
2015 BEST
PLACES
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.

Congratulations.



Computerworld has named Sharp HealthCare among the Top 100 Best Places to Work in IT in 2015. Sharp appreciates the passion and skill the Information Systems team brings to their work each day.

A dedication to excellence in all that we do is what we call The Sharp Experience — our journey to make health care better by being the best place to work, practice medicine and receive care.

To learn more about Sharp or to apply for an Information Systems career opportunity, visit www.sharp.com/jobs.



CORP654A ©2015 SHC

EOE



A GREAT BIG THANK YOU.

Here's to the associates of Nationwide IT who make this a great place to work. Your passion for innovation and technology makes a real difference for our members, our partners, and the communities we live in and serve. Thanks for everything you do.



Nationwide Mutual Insurance Company and affiliates, Columbus Ohio. Nationwide and the Nationwide N and Eagle, Nationwide is On Your Side are service marks of Nationwide Mutual Insurance Company. ©2015 Nationwide Mutual Insurance Company, CPR-0293A0 (4/15)

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.



TOMORROW MOVES US.
WHAT MOVES YOU?

CSX TECHNOLOGY OPPORTUNITIES:

- Mobile Development
- Web Development
- Application Development
- Project Management
- Business Analysis

csx.com/careers

HOW TOMORROW MOVES



Los Angeles
World Airports

**Computerworld's
Best Place to Work in IT.**

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.

"I WANT TO BUILD INNOVATIVE TECHNOLOGY SOLUTIONS THAT CREATE BUSINESS VALUE."

"HOW MUCH IMPACT DO YOU WANT TO MAKE AND WHEN CAN YOU START?"

Rise through best-in-class training and leadership development through our Altria Client Services IT University. Pursue your goals on the technical ladder, in project management or any of 9 unique career paths. Share your best ideas with all levels of the organization at our weekly jam sessions. Work in a collaborative environment of bright, motivated people who bring their individuality to the job. Sound like what you're after? Check us out.

CANTBEATTHEEXPERIENCE.COM™

Altria Client Services is proud to celebrate its 7th consecutive year in ComputerWorld's Top 100 Best Places to Work in IT.

Philip Morris USA
 U.S. Smokeless Tobacco Company
 John Middleton
 Altria Group Distribution Company
 Altria Client Services
 Nu Mark



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.

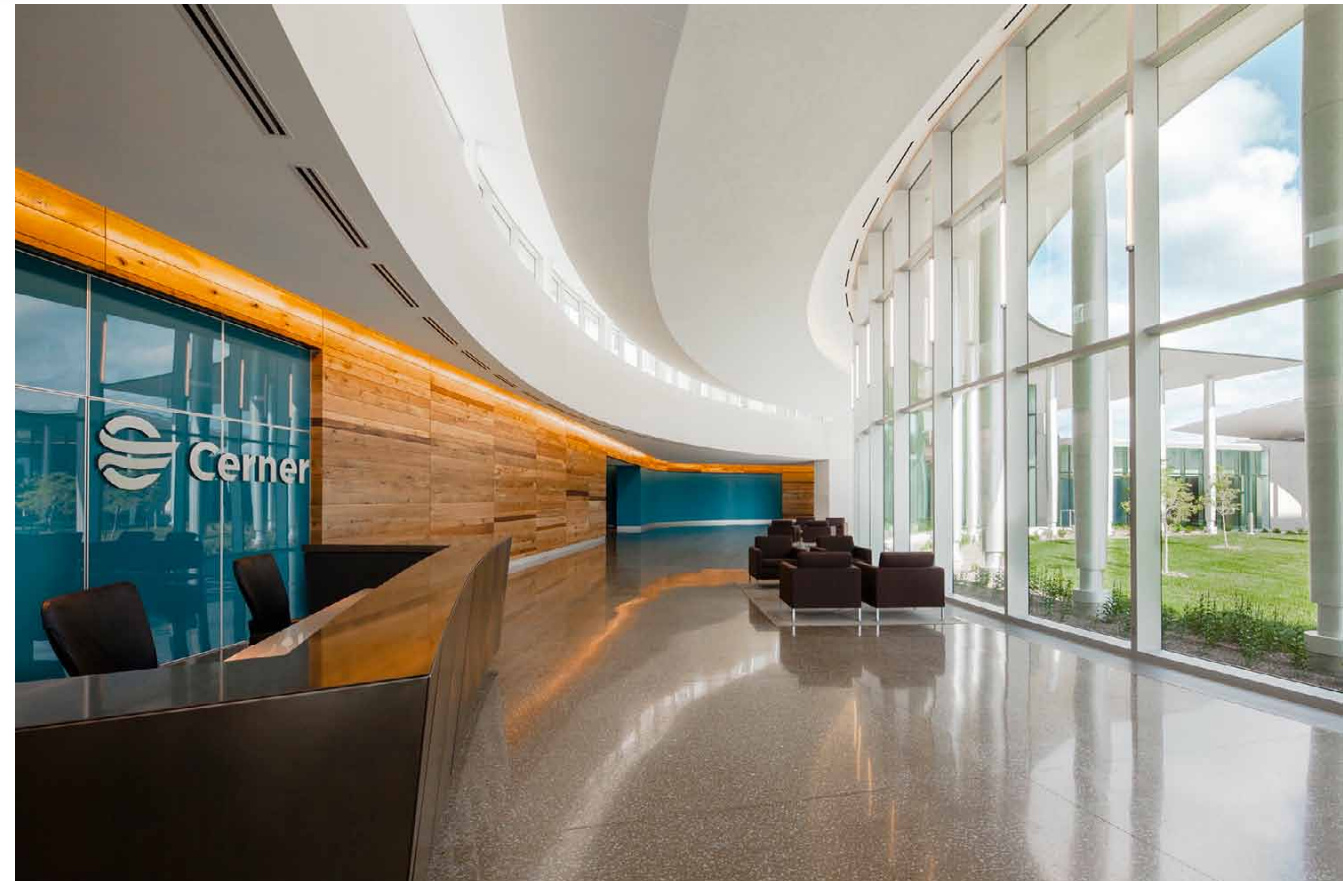
IT employees at this Atlanta-based energy company have opportunities to use new technologies to transform the business. To foster innovation, the company has set up an IT intellectual property program that has taken action on 931 employee ideas. In addition, an IP incubator initiative and a competitive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

Changing Experiences.

Change. It's in our DNA. From changing the way our clients think about domestic outsourcing, to how we engage with our employees, to our impact on a community, we are changing experiences.

Looking for a fun and exciting place to work? Visit us at ruralsourcing.com/careers, one of **COMPUTERWORLD's** 100 Best Places to Work in IT.



Together we
make a difference.

For the tenth year in a row, OCLC is a *Computerworld* Best Place to Work.

Why? We're dedicated and passionate about libraries. We create cloud-based technology services that let libraries share data and resources, which in turn drives learning, research and innovation that transforms lives. And we do it in a collaborative, flexible environment full of talented and energetic people. Visit www.oclc.jobs to learn more.





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.

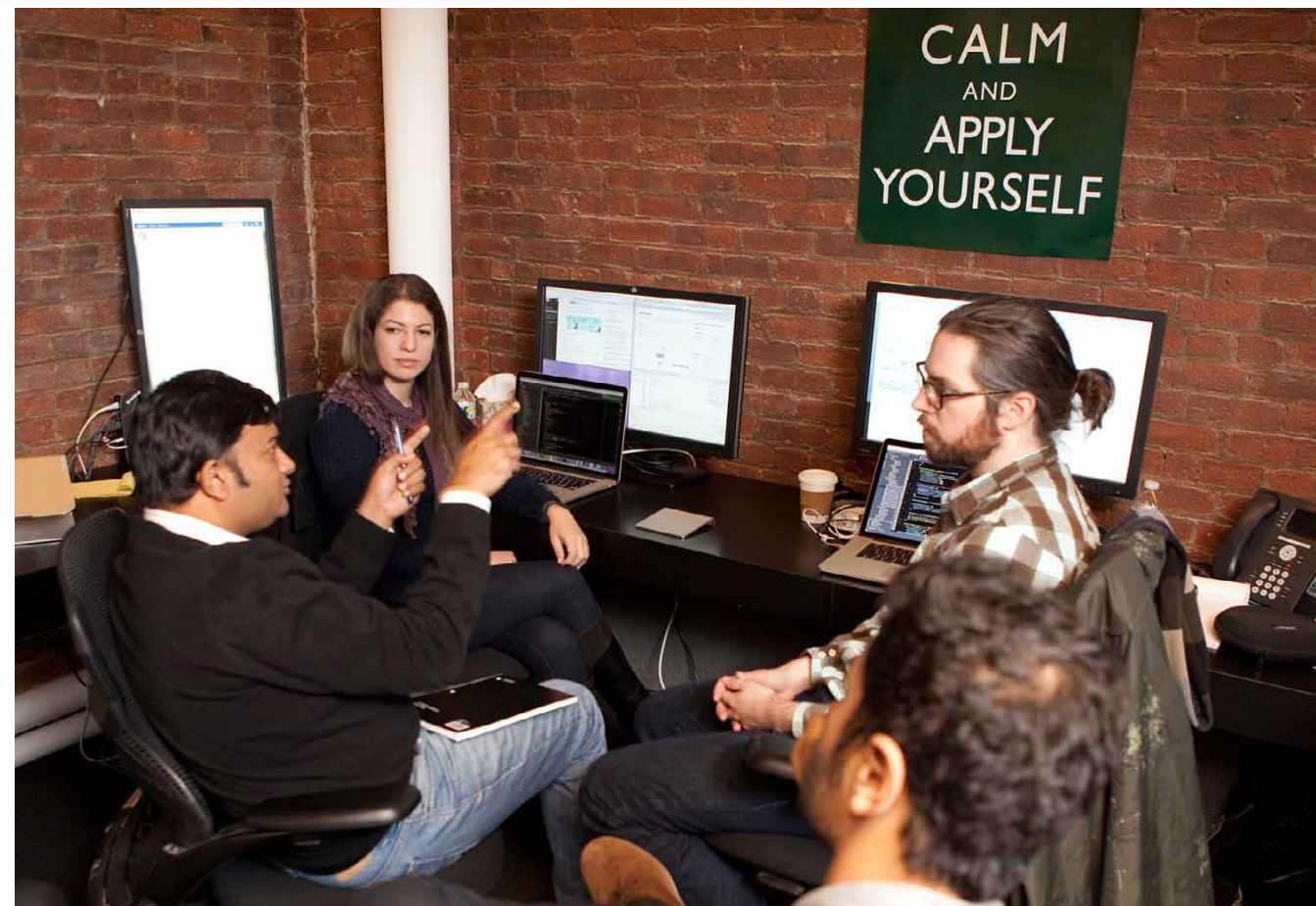
42 Raytheon
Opportunities abound at this international aerospace and defense company, which is headquartered in Waltham, Mass. IT professionals can take advantage of diverse career development programs, opportunities to work with leading-edge technology, international assignments, and a wide range of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

AHS.JOBS  **Adventist HEALTH SYSTEM**

Find your purpose
and your passion



GALLUP GREAT WORKPLACE AWARD

 **MetroStar Systems**
Powering Change™  @metrostarsystem

We are a diverse group of developers, designers, architects, and human factors engineers.
The best people make us one of the best places to work. Thank You.



Join Our Team @ MetroStarSystems.com/Careers

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.

{ TOP 10 RANKINGS }

SOURCE: COMPUTERWORLD'S 2015 BEST PLACES TO WORK IN IT SURVEY

BENEFITS

1	Autodesk
2	Prudential Financial
3	Monsanto
4	Kaiser Permanente
5	CA Technologies
6	PricewaterhouseCoopers
7	Erickson Living
8	SAS Institute
9	Quicken Loans
10	Altria

TRAINING

1	RKON Technologies
2	Commonwealth Financial Network
3	Secure-24
4	DHL Express
5	Quicken Loans
6	Sev1Tech
7	Coca-Cola Enterprises
8	National Rural Electric Cooperative Association
9	University of Notre Dame
10	Avanade

RETENTION

1	Bounce Exchange
2	LinkedIn
3	Avaap
4	Commonwealth Financial Network
5	Halifax Health
6	Quicken Loans
7	Connectria
8	DHL Express
9	Credit Acceptance
10	Secure-24

CAREER DEVELOPMENT

1	Bounce Exchange
2	BNSF Railway
3	Halifax Health
4	American University
5	Commonwealth Financial Network
6	Jack Henry & Associates
7	Connectria
8	Rural Sourcing Inc.
9	Quicken Loans
10	CHG Healthcare Services


➤ See "How We Chose the 100 Best Places" for details about these rankings.

We Get The Big Picture.

A cast of 4500 making IT work for healthcare.

Career info at Healthcareinspired.com

 twitter.com/hca_it

 linkedin.com/company/hca-it&s

 facebook.com/hcaits

#bestplacestowork



Healthcare Inspired

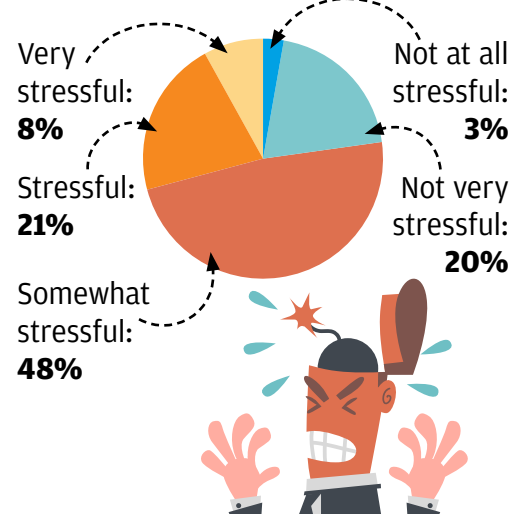
{ EMPLOYEES BY THE NUMBERS }

SOURCE: COMPUTERWORLD'S 2015 BEST PLACES TO WORK IN IT EMPLOYEE SURVEY, 23,059 RESPONDENTS

WHAT ASPECTS OF YOUR JOB ARE MOST IMPORTANT TO YOU?

Being fairly compensated for the work I do	96%
Working in an enjoyable environment	96%
Having the means and opportunity to further my career	93%
Having access to training and opportunities that further my skills	93%
Working in a challenging environment	89%

RATE YOUR WORKPLACE STRESS LEVEL

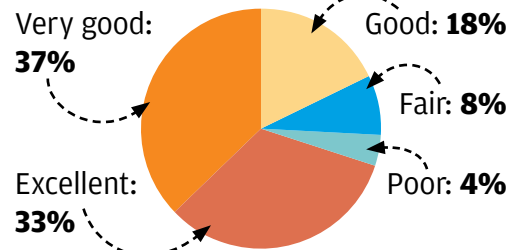


RATE YOUR BENEFITS

Percentage of respondents who were very satisfied or satisfied with the following:

■ Paid time off	89%
■ Work/life balance	84%
■ Base salary	78%
■ Tuition/certification reimbursement	49%
■ Maternity/paternity leave	30%

RATE YOUR IT DEPARTMENT MORALE



WHAT BENEFITS MEAN THE MOST?

■ Health insurance	80%
■ Paid time off	79%
■ Profit-sharing/employee stock ownership program/ 401(k)/403(b) plan	70%
■ Flexible hours	66%
■ Bonuses	65%



Here, the IT work is truly life-changing.

Cancer Treatment Centers of America® (CTCA) is grateful to be among Computerworld's top 100 places to work for IT professionals. At CTCA®, our staff and clinical teams are changing the way we fight cancer, through advancements in precision cancer treatment and an integrative approach to care.

Explore joining the team doing life-changing work in the world of cancer care. Visit itjobs.cancercenter.com to learn more.



Winning the fight against cancer, every day.®



A positive vibe: IT employees at Credit Acceptance say they appreciate the company's friendly, collaborative environment, where it's OK to celebrate a job well done with events like a costume party once in a while.

2015 BEST PLACES TO WORK *in IT*] Credit Acceptance

NO. 1 | MIDSIZE

Ambitious IT pros are rewarded by this auto financing company with frequent pay raises, substantial bonuses and generous tuition reimbursement. **BY JULIA KING**

SIX MONTHS after arriving at Credit Acceptance Corp. as a contract tech support analyst, Chris Thomas hired on as a full-time employee. He hasn't looked back.

"I started at the very bottom," says the 31-year-old, who joined the auto financing company from the automotive industry itself, where, he says, "building mini empires" was the norm in IT.

"Everyone had their own territory and fought tooth and nail to get ahead," he recalls. What Thomas wanted was a friendli-



What really matters: Credit Acceptance sums up its core values with one word: **PRIDE**, for positive, respectful, insightful, direct and earnest.

er, more collaborative working environment, and he found it at *Computerworld's* No. 1 midsize place to work in IT.

That was four years, several pay increases and at least three promotions ago. Today, Thomas

has a supervisory role managing a help desk team of two. He also has recruited friends and colleagues to the company — so many that “it has pretty much become an extended family,” he says.

A Positive Vibe

Credit Acceptance's 100-person IT department has a budget of \$26.2 million and supports some 1,300 colleagues throughout the company, most of whom work in the five-story headquarters facility in Southfield, Mich. Competitive starting salaries, a quarterly profit-sharing plan, generously subsidized healthcare benefits, college tuition reimbursement, flexible working hours and 19 days of paid time off after a year of service are table stakes for IT staffers, as is unlimited training.

Yet ask IT employees what they like about Credit Acceptance, and virtually all of them first and foremost mention the culture, which Credit Accep-

tance sums up with the acronym PRIDE, for positive, respectful, insightful, direct and earnest.

Take Shweta Raizada, for example. She had at least a half-dozen job offers after earning a graduate degree in statistics from the University of Michigan, but she says Credit Acceptance stood out from the get-go.

“When I came here to interview, they had a great positive vibe going, and that's important to me because you spend one-third of your life at work,” says the 26-year-old business intelligence analyst, who joined the company two years ago.



Perks abound: The Southfield, Mich., company offers competitive pay and generous benefits.

These days, Raizada says the continual opportunities to broaden her skills and experience are just as important as that positive vibe. She has been able to work on a wide variety of projects, most notably the design and implementation of a massive phone system. That was “as challenging as it was good for me career-wise, because after that, I was recognized and promoted,” she says.

“If you’re ambitious and

**If you’re
ambitious and
ready to get
challenged,
this place will
give you the
opportunity.**

SHWETA RAIZADA,
BUSINESS INTELLIGENCE
ANALYST, CREDIT
ACCEPTANCE

ready to get challenged, this place will give you the opportunity,” Raizada adds.

Investing in People and Technology

IT staffers get whatever training and education they want or need in order to take on, and succeed in, new challenges, says Karl Wyatt, 31, a network supervisor who joined Credit Acceptance as a network admin and was promoted to his current role a year ago.

Wyatt has earned a Cisco certification and has taken technical and leadership training courses, all paid for in full by the company, which ranked No. 9 in terms of employee retention on *Computerworld’s* 2015 list of the 100 Best Places to Work in IT.

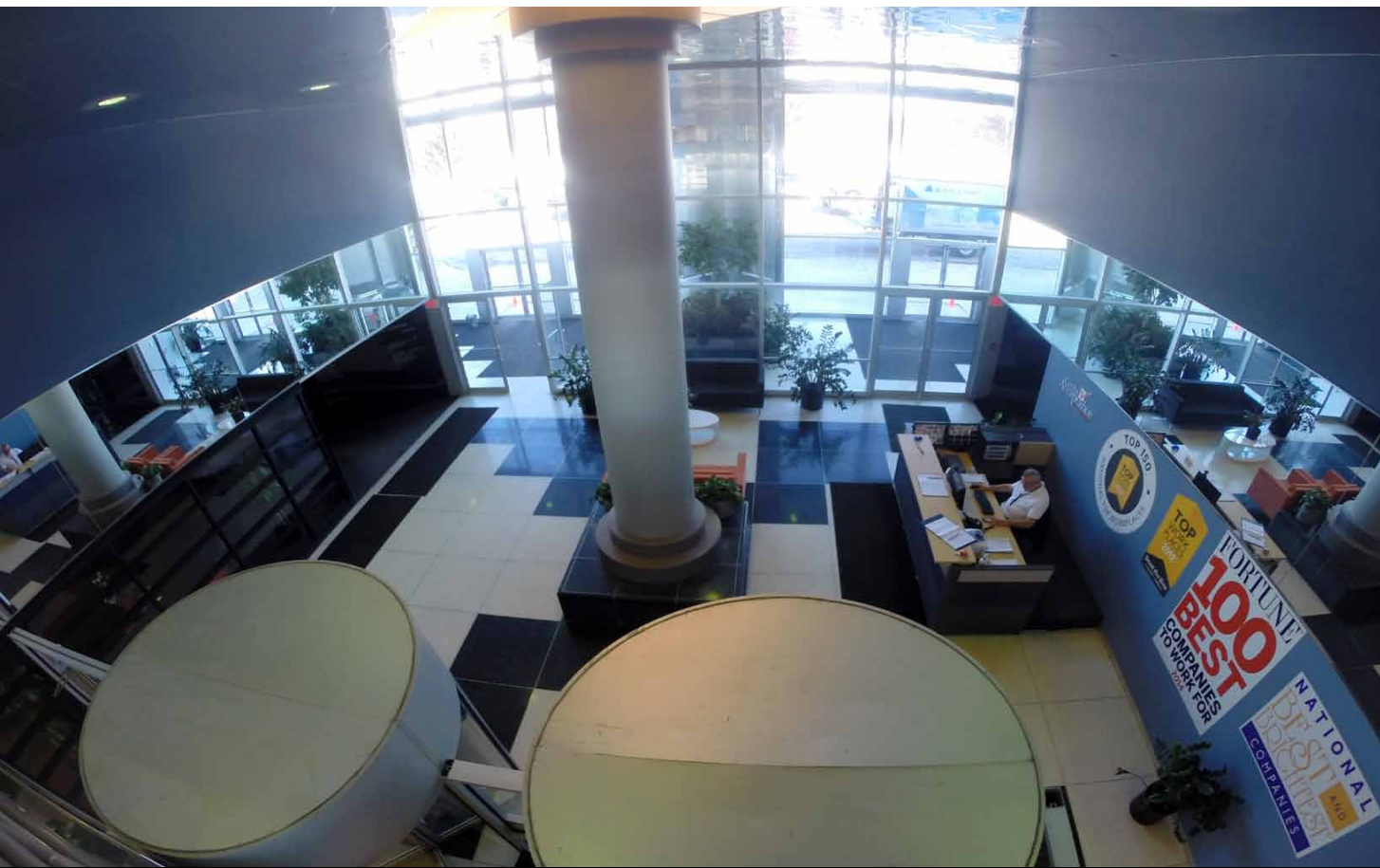
“What most drew me in is that the company invests in its people, as opposed to just investing in technology,” Wyatt says. “The technology at this compa-



Hoop dreams: Champions of the IT department’s March Madness basketball competition – Brandon Brubaker, Jim Provost, Ronnie Miehlike and Joe Remeika – won tickets to a Detroit Pistons game.

ny is great, but it’s only as great as the people who support it.”

Wyatt says he also has access to a variety of online subscription-based resources and training materials. “It’s one of the things that differentiates it from



Unpretentious ambiance: Credit Acceptance is an egalitarian place, says CIO John Soave, noting that it can be hard to tell the difference between the CEO's office and the office of a lower-ranking manager.

If any employee identifies training that he or she wants to do, we support that. And we don't have any [dollar] limit on a per-employee basis.

JOHN SOAVE, CIO, CREDIT ACCEPTANCE

other places I've worked," he says. "Elsewhere, they invested in technology but not the people, because they seemed afraid the people would leave."

CIO John Soave describes IT staffers as having "an insatiable appetite" for learning—especially for learning about the business so they can better support it. Leaders from various business units present at the IT group's monthly town hall meetings to explain their processes. Soave also has asked the corporate training office to develop videos about how various departments operate. Under a recently implemented job-shadowing program, any IT staffer can request a shadow session with any employee in the company.

"If any employee identifies training that he or she wants to do, we support that. And we don't have any [dollar] limit on a per-employee basis," Soave says. Credit Acceptance also

just increased its college tuition reimbursement benefit from \$3,000 to \$5,250 annually.

Ali Dabaja, 34, who manages finance and HR systems, estimates that he takes a training course every other month.

"On my team, we are constantly looking for ways to broaden our knowledge," Dabaja says, adding that he also values the importance the company places on giving IT staffers exposure to new technologies.

"If there is a new database or application out there, we try to get our hands on it and incorporate it into our business to make things easier for customers," he says.

Soave uses the word *egalitarian* to describe the company's culture. He says a visitor looking at adjacent offices would have a tough time telling which one was the CEO's office and which one was a lower-ranking manager's office.

“We’re not flashy. We’re about working hard and being fair and succeeding,” Soave says.

Of Compensation and Coffee Creamers

Still, employees have many opportunities to distinguish themselves—and earn more money—through their work performance.

Each year, every employee receives a merit bonus, ranging from 7.5% to 15% of base

What most drew me in is that the company invests in its people, as opposed to just investing in technology.

KARL WYATT,
NETWORK SUPERVISOR,
CREDIT ACCEPTANCE

pay, based on his or her performance rating, Soave says. This amount is in addition to annual salary increases, which also are based on merit and can range up to 15% annually.

In addition to work performance, all salary and bonus reviews incorporate the company’s PRIDE values. “We recognize not only what team members accomplish, but also how they accomplish it,” Soave says. These values go a long way toward creating the collaborative work atmosphere in which employees thrive, he adds.

Matt Beatty, a 36-year-old senior BI analyst, joined the company in January 2011, and his compensation has more than doubled since then, he says.

“I’m given very little time to worry that I’m being underpaid,” Beatty jokes. Yet his most valued benefit at the moment, he says, is the company’s generous health-care package. Credit Acceptance



Party time: IT employees Dan Lopez, Scott Smith, Robert Rahn, Chris Thomas, Rael Mussell, Aaron Balchunas and Jamey Price enjoy a lunchtime celebration.

subsidizes 81% of employees’ costs for healthcare.

“We have an excellent health-care plan, and my wife and I just found out it covers adoption, which is something we’ve been talking about,” he says. “It just happened to be on the list [of benefits] when we renewed our insurance at the beginning of this year. People asked for it, and they [offered] it.”

There's always an opportunity to challenge yourself so you don't get tired of what you're doing.

MATT BEATTY, SENIOR BI ANALYST, CREDIT ACCEPTANCE

Beatty is currently working on a project to roll out a new CRM tool for the sales organization. He was selected for the role because he had previous practical experience with sales reporting—before joining Credit Acceptance he managed a restaurant. He also has a master's degree in public policy.

“My expertise in sales reporting, and my familiarity with sales processes, was unique in IT,” he says. But the CRM project has been very broadening, he adds, because it has been quite technical. “I’m doing something I’ve never done before,” Beatty says. “There’s always an opportunity to challenge yourself so you don’t get tired of what you’re doing.”

All told, Soave attributes the company’s success to its “listening culture.” Employees are polled quarterly about their concerns. “My job,” he says, “is to scour those results and take action.” One recent top concern: the need for more flavored coffee creamers.

“I consider that a win-win when one of the top items on your employee survey is adding vanilla creamer,” Soave says with a laugh. “That’s a pretty easy thing to act on.” ♦

KING is a freelance writer in Ridley Park, Pa.

**AT AKAMAI,
YOUR ONLY LIMITATION IS
YOUR OWN IMAGINATION.**

Akamai people work together to design and implement fast, reliable, and secure solutions to protect our customers’ data-center infrastructures—helping our customers avoid data theft and downtime.

With locations around the world, we need talented people who represent the diversity of the human experience—and the best in human ingenuity. We’re championing efforts to help women succeed in the technology industry, and lead at Akamai. Helping more military veterans transition to civilian jobs, and join our ranks. And welcoming people who identify as L, G, B, T, and Q to carry the Tech Superhero flag.

We’re proud to be among Computerworld’s “Best Places to Work in IT.” If you can imagine yourself at a company where hard work and innovative ideas are consistently rewarded, join us and help shape the future of the hyperconnected world.

We’re hiring in Cambridge, and in Akamai offices around the globe. To be a part of our growing team, apply at jobs.akamai.com today.



Akamai Technologies is an Affirmative Action, Equal Opportunity employer (m/f/b/v) that values the strength that diversity brings to the workplace. © 2015 Akamai Technologies, Inc. All rights reserved. Akamai and the Akamai wave logo are registered trademarks. Other trademarks contained herein are the property of their respective owners.



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

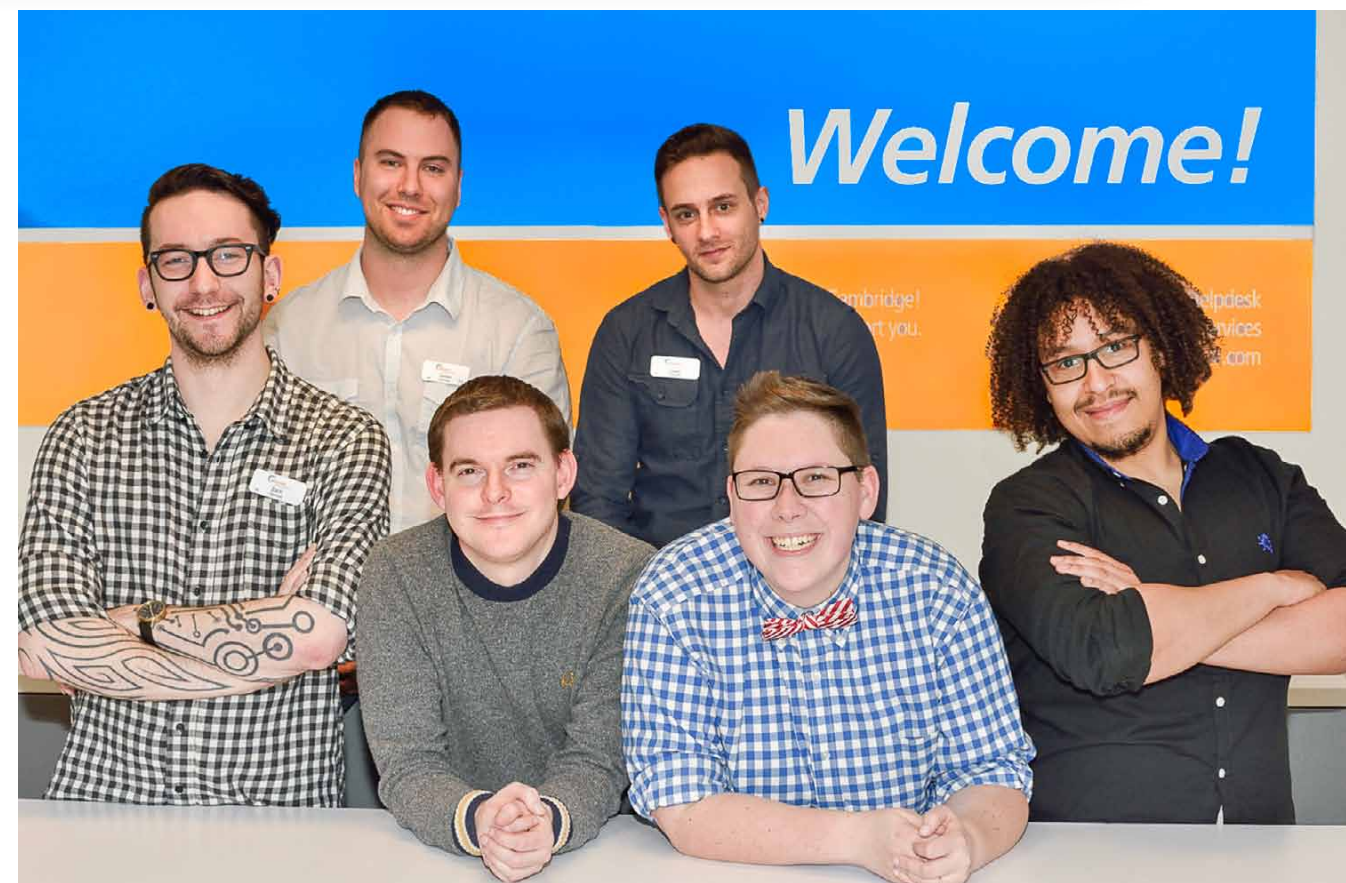
Perks are top of mind at FINRA, an independent, non-governmental regulator of securities firms. The Rockville, Md., organization offers a 401(k) plan with an employer contribution that can amount to between 3% and 9% of salary. Multiple career-development task forces help ensure that all employees are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

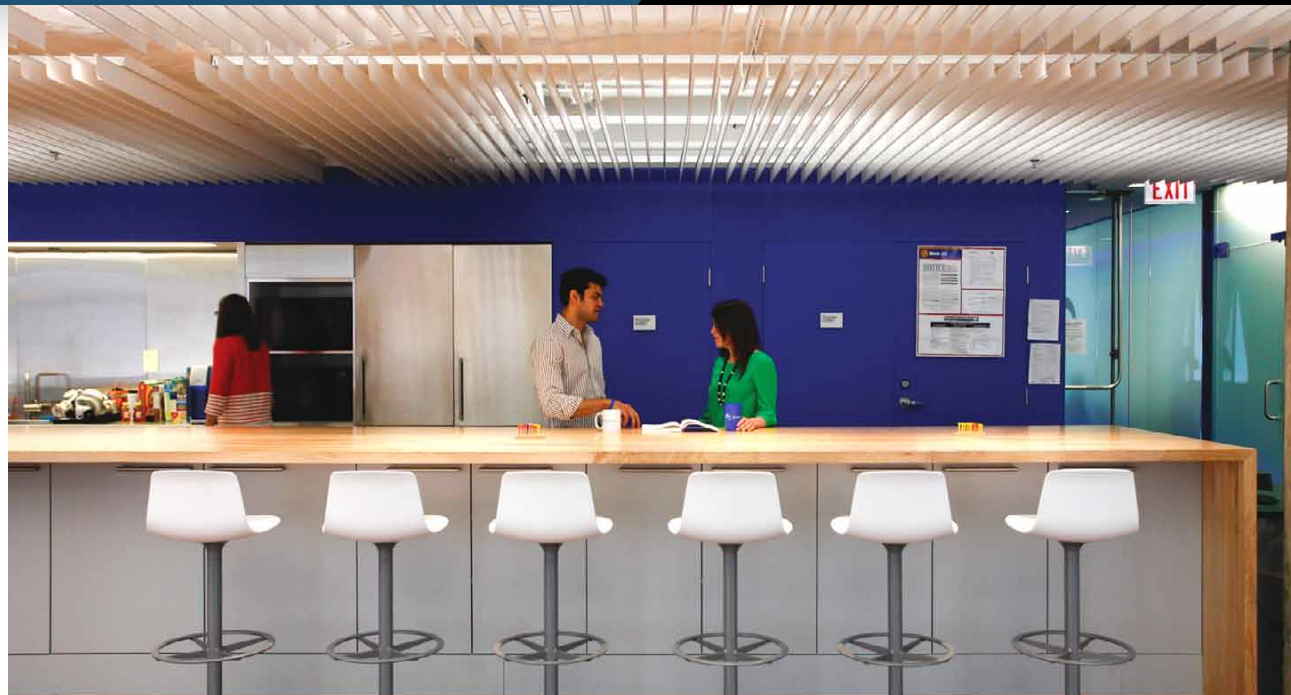


Imagine what we'll achieve together. Explore a career with us today!

Your unique personality makes you one of a kind. Your background, education and life experience equip you to contribute to McGladrey in ways no one else can.

These things are as important to our middle-market clients as they are to our 8,000 partners and employees, all of whom are as dynamic and distinctive as the more than 200 IT professionals who help guide their digital experience.

Visit jobs.mcgladrey.com to learn more. Experience McGladrey. Experience the power of being understood.®



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

"The potential for greatness lives within each of us." – Anonymous

If you have an insatiable thirst for learning and want to do meaningful work, this is where you should be.

Apply today at WeAreMCH.com



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.

careers.informatica.com

informatica

Put potential to work.

Want to work where your potential can be unleashed? How about a *Computerworld* "Best Place to Work in IT" two years running? Explore global opportunities in data integration, data security, MDM and cloud integration with Informatica now.



{ EMPLOYERS BY THE NUMBERS }

SOURCE: COMPUTERWORLD'S 2015 BEST PLACES TO WORK IN IT SURVEY

COMPENSATION

95% of organizations have budgeted for salary increases for IT employees in 2015.

91% have budgeted for bonuses for IT employees in 2015.

3.54% Average budgeted salary increase for IT employees (among companies that provided a response).

TOP 5 COMPENSATION BENEFITS

■ 401(k)/403(b) plan	99%
■ Individual employee performance bonuses	89%
■ Overtime pay	85%
■ Employee referral bonus program	82%
■ Comp time for overtime hours worked	51%

TOP 5 OVERALL BENEFITS

■ Health insurance	100%
■ Paid personal time off	100%
■ Reimbursement for technology certifications	99%
■ Flexible hours	98%
■ Corporate/employee wellness program	98%

PAID TIME OFF*

20 days of paid time off are provided after one year of service, on average.

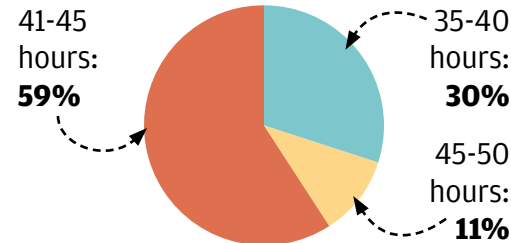
29 days of paid time off are provided after 10 years of service, on average.

**Vacation, sick and personal days, excluding holidays*



AVERAGE WORKWEEK

Percentage of organizations where the average workweek is...



WHERE THEY ARE

Percentage of organizations in the following regions:

■ North Central	27%
■ South Atlantic	27%
■ Pacific	15%
■ South Central	12%
■ Mid-Atlantic	10%
■ New England	6%
■ Mountain	3%

Get with the program

Get in on the act

Be a part of the world's best entertainment experience. Unrivaled technology, content and service. #again

Innovative solutions

Inspired performance

Entertain your future.



{ EMPLOYERS BY THE NUMBERS }

SOURCE: COMPUTERWORLD'S 2015 BEST PLACES TO WORK IN IT SURVEY

WHAT THEY DO

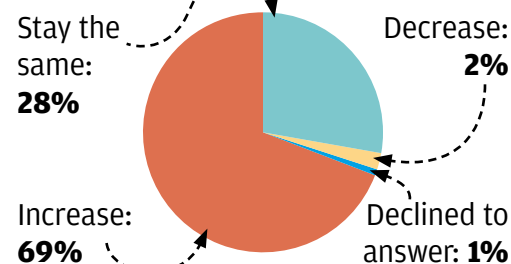
Percentage of organizations in the following industries:

■ IT services/consulting	26%
■ Health/medical services	18%
■ Finance	12%
■ Insurance	6%
■ Manufacturing (all)	4%
■ Energy/utilities	3%
■ Transportation and logistics	3%

[All other industries: 28%]

HIRING FORECAST

Percentages of organizations that expect the size of their U.S.-based IT staffs to do the following in 2015:



Average expected increase: **13.9%**

Average expected decrease: **2.5%**

STAFFING

Average expected IT staff turnover rate, the latest fiscal year **8.6%**

Average percentage of IT staffers promoted, the latest fiscal year **11.7%**

COMMUNICATION

Percentage of organizations that do the following:

- Offer IT staffers formal mentoring programs **71%**
- Survey IT staffers about job satisfaction once a year **59%**
- Survey IT staffers about job satisfaction more than once a year **23%**

TRAINING

- Average number of training days for each IT employee in the latest fiscal year **8**
- Average cost per IT employee for all training in the latest fiscal year **\$2,049**
- Percentage of organizations that said their training budgets per employee will increase in 2015 **60%**

Want a stronger, more sustainable healthcare system for you and your family?

You're the missing element. There's never been a more important time to start your career with McKesson, named one of Computerworld's Best Places to Work in IT. If you thrive in a collaborative environment and are passionate about finding answers, come join us. For two centuries, McKesson has been committed to innovation in the healthcare industry and with you, we can continue to create a healthier world.

Be part of the solution, be part of a healthier future. At McKesson, better health starts with you.

<https://careers.mckesson.com/>



BUSINESS CARE CONNECTIVITY



The gang's all here: To build camaraderie among its far-flung workforce, Noah Consulting hosts all-company gatherings twice a year. Here, the firm's employees and their families pose before the start of a summer's day filled with Olympics-themed activities.

2015 BEST PLACES TO WORK *in IT*] Noah Consulting

NO. 1 | SMALL

Team-building takes priority at this all-virtual company, which hires top technologists and keeps them happy with compelling assignments and rapid career advancement. **MARY K. PRATT**

N **OAH CONSULTING** is a completely virtual company — its 89 employees live and work in various cities and states nationwide. But those 89 people say they feel completely connected with and supported by their colleagues and supervisors, and that's a big part of the reason why, for the second year in a row, the consultancy was named the No. 1 small employer on *Computerworld's* list of the 100 Best Places to Work in IT.

“It's a friendly place to work,



Team spirit: Noah Consulting's co-founders intended from the outset to build a culture with a family feeling – both at work and on the summer playing fields.

and everyone helps everyone else out," says Steve Hollingsworth, an Atlanta-based senior principal who has been with Noah since 2011. "It's a place where they minimize the politics as much as possible."

That environment didn't come about by chance. The three co-founders had a vision for a different kind of workplace in 2008 when they established the Houston-based consultancy, which serves the oil and gas, energy trading, power and natural resources industries.

"Culture was one of the major reasons we started it," says director and co-founder Stewart Nelson. Having worked together previously at other consultancies, including one organization that lacked a strong commitment to its employees, Nelson and his co-founders wanted to create a culture where consultants were eager to help each other and contribute to the success of the organization, and where the organization was equally concerned about employees' individual success.

"One of our tenets was we were going to work hard to create a family-type culture.

It's important to all of us individually, and it differentiates us from the next consulting firm," Nelson says. He explains that, to him, *family* means employees are "willing to contribute to the larger benefit, and we contribute to your individual needs and concerns."

For senior consultant Sarah Finnigan, the emphasis on family is literal. When she was pregnant with her first child and flying from her home in Florida to a client site in Houston every week, Noah managers intervened on her behalf, persuading the client to let Finnigan work from home more often.

Finnigan got three months' paid maternity leave plus another three months without pay, during which she took on occasional paying projects that she could do from home.

Now pregnant with her second child and living in Houston, Finnigan is on a no-travel



Giving back: Noah organizes multiple charitable activities each year, including a day of volunteer work at a food bank for employees and family members.

list that gives her the time she needs for her family while still allowing her to advance in her career. “There’s a big investment in the culture, and you really feel like once you’ve worked with these people, it’s a family thing,” Finnigan says. “There’s such a mindset about mentoring and helping people grow.”

She landed a promotion earlier this year, and she recently

finished a challenging assignment — a data analytics project in which she cleaned geochemical data for an energy company and implemented standardized automated processes to keep the data clean going forward.

“We have highly varying projects, so everywhere I go there’s something new,” Finnigan says. “The nature of the work is very good for growth, good for your career. It doesn’t require moving around to grow your career in a very quick manner.”

Bringing People Together

Noah strives to foster collegiality among all workers, regardless of where they’re located.

The company hosts two big events every year: a winter gathering for employees and their spouses or partners, and a summer event for employees and their families, with travel and accommodations paid by the company. Noah also

organizes smaller get-togethers in locales where it has pockets of employees. Those events, which range from regular happy hours to volunteer projects for charities, give co-workers a chance to get to know one another.

Nelson and other Noah managers take a multipronged approach to fostering a collaborative culture: “It’s about understanding what drives people and the different ways they want to be recognized. We have spot bonuses, we’re setting up

The nature of the work is very good for growth, good for your career.

SARAH FINNIGAN,
SENIOR CONSULTANT,
NOAH CONSULTING

new hero awards, and we reach out to people individually,” he says. “We try to visit with as many projects as we can.”

The firm holds biweekly companywide conference calls, and it uses various collaboration platforms that help employees stay connected. As a result, people don’t feel isolated.

“No one feels like they’re left hanging. There’s a lot of emphasis on collaboration and team-building,” says Hollingsworth,

No one feels like they’re left hanging. There’s a lot of emphasis on collaboration and team-building.

STEVE HOLLINGSWORTH,
SENIOR PRINCIPAL,
NOAH CONSULTING

who notes that the consultants in his area regularly get together outside of work and are visited by Noah executives at least every two months.

In its recruiting efforts, the company seeks candidates who demonstrate a commitment to others, in addition to a high level of expertise and a rock-solid work ethic, according to Nelson. The firm focuses on hiring top-notch people with varied backgrounds — Finnigan, for example, joined the company after graduating with a bachelor’s degree in music performance and then deciding to pursue IT-related work. Once hired, employees are assigned to innovative, transformative projects — the kind that IT professionals thrive on.

Hollingsworth, who is currently working on the architectures for several exploration and production systems for an oil and gas company, credits



United they stand: Noah recruits people who have plenty of expertise, a strong work ethic and a deep-rooted commitment to others, which helps foster teamwork, says co-founder Stewart Nelson.

Noah management for creating a place where employees are given engaging, high-level projects. “Noah works really hard to put people on projects that are a good fit for them and can help them grow,” he says.



Open-door policy: Employees appreciate the access they have to Noah's leaders. "There really isn't much of a hierarchy," says one staffer. "I can call any of them and say, 'Let's go to lunch.'"

Emphasis on Training

Moreover, Noah puts training and career advancement front and center. A mentoring program pairs junior consultants with veteran employees who offer guidance on both day-to-day

challenges and long-term development. Employees work with mentors and senior staffers to set up individual training plans, and everyone has a \$3,100-per-year training allowance.

The company also encourages people to share what they've learned. Hollingsworth says he can send out a blast email posing a question and know he'll get dozens of responses. "I've never seen someone refuse to help someone else," he says.

Principal Phil Henderson says he too appreciates "the chance to learn from really smart people." What's more, he says, "if someone sees there could be an improvement in helping Noah Consulting do better, they're empowered to go talk to someone, one of the partners or their mentor, or speak to HR or accounting."

Henderson, who is based in Houston, says he can approach any of the company's leaders to

talk. "I can call any of them and say, 'Let's go to lunch; I want to talk about this.' There really isn't much of a hierarchy within our company," he says.

Henderson says the opportunities he has had with Noah have allowed him to expand his skills and challenge himself. When he wanted to learn more about the oil and gas industry, he signed up for two courses at the University of Tulsa: one on the geology of exploration and production, and one on petroleum engineering. Noah paid for both.

Tammy Carter has found similar benefits at Noah.

She says the work is exciting, the compensation is competitive, and the management team genuinely cares. The biweekly company updates and the regular team conference calls and get-togethers "make you feel like you belong, even though you're at a client site," says Carter, who joined Noah in 2012



Joining the fun: Employees enthusiastically embraced the “Night at the Museum” theme of 2014’s adults-only winter gathering.

after working as a business analyst and project manager at an energy product services and solutions company.

“Out of all my entire career, there have been two companies that I’ve always enjoyed working for — my very first company, because we all felt a sense of family, and now Noah, for the same reason,” Carter says. “I don’t see myself ever leaving.” ♦

PRATT is a Computerworld contributing writer. You can contact her at marykpratt@verizon.net.



**YOU HAVE THE IDEAS.
WE HAVE THE RESOURCES.**

*At ADP you can innovate like a start-up
with the resources of a global leader.*

Great ideas come easier when you’re surrounded by great people in a creative environment — one that inspires the imagination and pushes the limits of innovation. That’s ADP. Come experience why we have ranked in Computerworld’s “Top 100 Places To Work in IT” for six consecutive years and in Fortune® magazine’s “World’s Most Admired Companies®” for nine years running.

Visit jobs.adp.com to see how you can connect with an opportunity that moves creativity forward with purpose.

ADP believes that diversity leads to strength. We are an equal opportunity/affirmative action employer: M/F/D/V. ADP and the ADP logo are registered trademarks of ADP, LLC. ADP — A more human resource. is a service mark of ADP, LLC. All other trademarks are the property of their respective owners. Copyright © ADP 2015



A more human resource.™

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 startup, 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.

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.

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.

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.



COMPUTERWORLD

BEST PLACES TO WORK in IT



#1 ranked Cloud Hosting Provider, North America

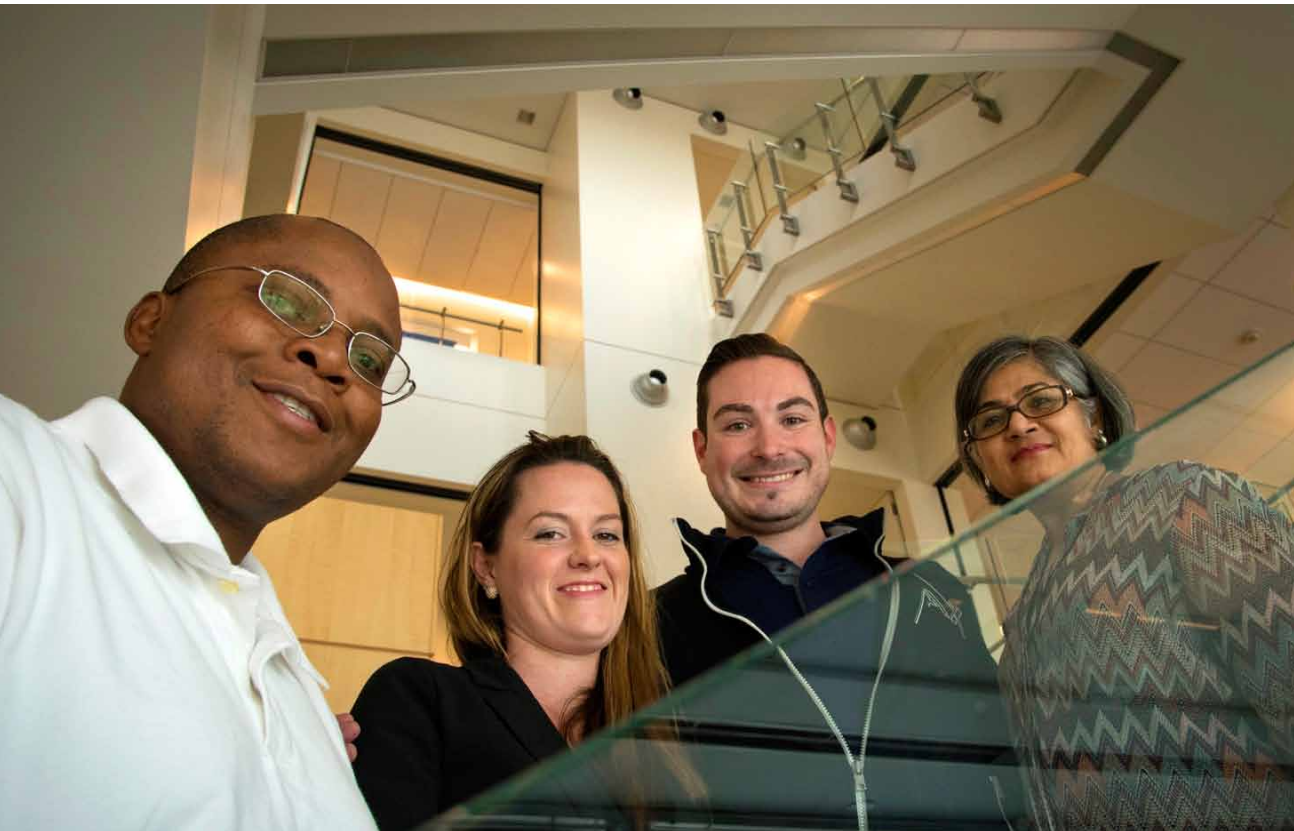
Ranked 5 times as one of the best places to work in St. Louis

1,000 customers, over 30 countries

No Jerks Allowed®
(nojerksallowed.com)

2x winner 2014/2015

connectria.com



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.

LOVE YOUR JOB

Join the fastest growing technology company in the tri-state*. There are great opportunities in development, engineering, tech support, sales, marketing and operations. Headquartered in Norwalk, Connecticut with offices in Boston, Rochester, Toronto, London and Sydney. **We Keep Business Running, No Matter What.** Visit careers.datto.com or call 888.294.6312

*Datto ranked as the No. 1 fastest growing company in the tri-state region on Deloitte's 2014 Technology Fast 500™



datto

PROFESSION GLOBALLY BY PROMOTING THE HIGHEST STANDARDS OF ETHICS, EDUCATION, AND PROFESSION. EXCELLENCE FOR THE ULTIMATE BENEFIT OF SOCIETY.



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.

Ready to Make a Splash in a Better Bowl?



Pekin Insurance® is looking for a few ingenious I.T. professionals who are willing to work smart, think creatively, and jump high to reach their goals.

- Competitive compensation
- Fun work environment
- Opportunities for advancement
- Tons of training
- Challenging projects
- Awesome rewards



Jump on in! The water's fine.

www.pekininsurance.com/careers



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.

How We Chose the Best Places to Work

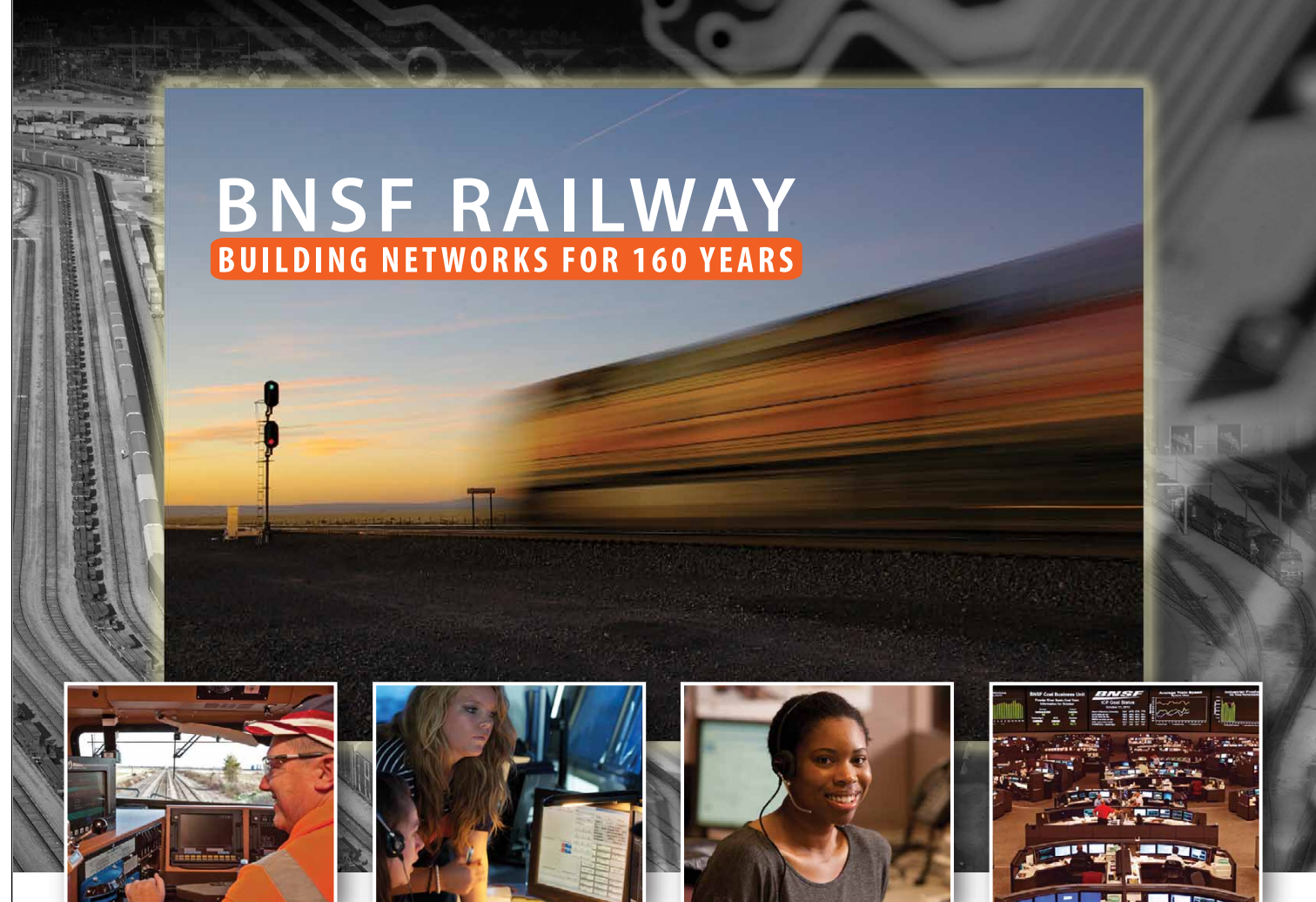


FOR THE 22ND YEAR IN A ROW, *Computerworld* conducted a survey to identify the **best places to work for IT professionals**. In November 2014, *Computerworld* started accepting nominations from U.S. based organizations.

Computerworld also accepts nominations from non-U.S.-based employers, if they meet these criteria: They must have a minimum of 300 employees at a U.S. headquarters and a minimum of 30 IT employees in the U.S., with at least 50% of their IT employees based in the U.S.

Participants were asked to provide the name and contact information of the appropriate individual at their company who was familiar with or had access to employment statistics and financial data, as well as benefits policies and programs for the IT department and company.

In January 2015, the contacts at the nominated organizations received a 51-question company survey asking about average salary and bonus increases, percentage of IT staff promoted, IT staff turnover rates, training and development, and the percentage of women and minorities in IT staff and management positions. In addition, information was collected on methods of rewarding outstanding performance, retention programs, and benefits ranging from elder care and child care to flextime and reimbursement for college tuition and



BNSF RAILWAY
BUILDING NETWORKS FOR 160 YEARS

Moving Technology Forward

Next generation technology and a talented team help make BNSF Railway one of the leading transportation companies in North America. Our technology team creates and supports the systems that connect American consumers and communities with the global marketplace.

Start innovating with our team at bnsf.com/careers. BNSF Railway is an equal opportunity employer of minorities/women/veterans/dsabled.



the costs of earning technology certifications. To qualify to complete the company survey, participating organizations had to employ a minimum of 30 IT staffers.

Upon completion of the company survey, participants were emailed instructions on selecting a random sample of their U.S.-based full- and part-time IT staffers. All participating employers were required to obtain feedback from their employees. The responses to the employee survey went directly to a third-party research vendor. Topics covered in the survey include satisfaction with training and development programs, compensation, benefits and work/life balance. In addition, employees were asked to rate employee morale in the IT department, the importance of various benefits, and their agreement with a variety of statements on topics ranging from career growth to management's fair and equal treatment of employees.

A total of 23,059 IT employees responded to the employee survey from the final organizations selected as best places to work for IT professionals. The nomination survey, company survey and employee survey were all conducted via the Internet. The company and employee survey portion of the research was cut off in March 2015.

In scoring the responses from the company and employee surveys, company results were weighted based on employees' importance ratings from the employee component. Approximately half of the total scoring system is based on employee responses, with the remaining half based on the survey of the company's benefits and other programs.

The survey process was managed by Joe Rodhouse of IDG Research and Mari Keefe, *Computerworld's* editorial project manager. A complete description of our methodology is available on our website. ♦

— MARI KEEFE AND TRACY MAYOR

Want to be in the know about the latest IT topics and trends?

Become a Computerworld **INSIDER**

You'll gain exclusive access to premium content and resources, including:

- **What to buy.** In-depth reviews of IT and business solutions
- **Executive and Peer Interviews and Insights.** Deep dives with the industry's top thinkers
- **Practical tips.** How-to articles for IT and business professionals
- **Exclusive research & analysis.** Incisive reports, case studies, and more
- **How to get ahead.** Career advice from industry experts and peers
- **Invitations to select events.** Get the inside edge

To register for Insider exclusive content visit:
www.computerworld.com/insider

COMPUTERWORLD

SHARKTANK

TRUE TALES OF IT LIFE AS TOLD TO SHARKY



That's Using the Old Noggin

NEW-ON-THE-JOB pilot fish needs physical access to a particular server – and once his boss gives him the OK, off he goes to locate the server and attach a monitor. “I finally find the box I’m looking for and attempt to take it out of the rack,” says fish. “What my boss and co-workers neglected to tell me is that getting a server out of that particular rack is a two-man job at best.” The problem: The rack is on the cheap side – by

a lot. So after fish removes the screws on the face of the server that secure it to the rack, he begins sliding it out on the rails – but to his surprise, they immediately buckle and pop the ends out of the rack on both sides. “Here I am, two weeks into this job, afraid

I’m gonna get fired for dropping a server, holding this 30-pound computer up with my head and desperately trying to put some screws back in to hold it up long enough for me to get out from under it without it falling,” fish says. “I’ve still got an extra screw or two



One morning my co-worker's manager was in her cubicle, somewhat upset about a database issue that had cropped up in her project.



on my desk that I'm afraid to try and put back into the thing."

Why Would We Need to Keep Him?

This big insurance company always has multiple major software projects going at the same time. "I was on one project, and the woman across the aisle from me was on another," reports a software contractor pilot fish. "I knew from talking with her that her project had just implemented a few weeks before, and

they were now in a post-implementation support phase. One morning her manager was in her cubicle, somewhat upset about a database issue that had cropped up in her project. At one point, he asked her who knew the most about the databases. My co-worker gave him the guy's name – and then added, 'He was let go two weeks ago in the post-implementation staffing adjustments.' It grew deathly quiet. The company had a history of cutting contractors loose

once a project ended. In this case, maybe it was not so smart."

At Least It's Not On a Post-it Note

User comes to this IT analyst pilot fish very upset. Her email client repeatedly popped up a demand for a password, so she rebooted her PC – and now it's locked. "We aren't allowed to unlock accounts, so I gave her the number for the help desk and sent her on her way. A while later, she came back in a huff because she was still

getting password prompts. I went to her desk, retyped her email address – just in case – then asked her what her password was. 'Thing05,' she said. OK, I typed that. Just before I hit Enter, she yelled, 'Wait!' Then, turning to a co-worker, she asked, 'Is my password Thing05, or Thing005?' " ♦

TELL SHARKY A THING OR TWO. Send me your true tale of IT life at sharky@computerworld.com. You'll score a sharp Shark shirt if I use it.