

Discover why these 102 North Bay companies are Best Places to Work in 2024

Read about Solano, Napa, Sonoma and Marin firms that qualified for North Bay Business Journal's 19th annual recognition of their commitment to their greatest asset — their employees.



Hello and welcome to this year's edition of North Bay Business Journal's Best Places to Work.

Our eagerly anticipated special report honors the business community from the perspective of employees who get to weigh in on what makes their workplace special, from strength in collaboration, to support for the community, to a vibrant company culture.



Allison Gibson (Christopher Chung / The Press Democrat)

The 102 employers from Marin, Napa, Solano and Sonoma counties emerged following a process begun in March that involved reviewing more than 5,000 employee surveys. The award winners earned the highest marks in their employee surveys and demonstrated tremendous levels of support to their employees and to best practices in the workplace.

“This year’s group of nominees stood out for their commitment to their employees’ professional development, and for their social awareness and commitment to the community,” said our Events and Local Partnerships Director Brandelle McIntosh.

She and her team of event coordinators, as well as our editorial staff, collectively spent nearly six months on the special section, reviewing candid feedback that describes the leadership and culture of these companies frequently summed up in the surveys as “passionate,” “family-oriented,” and “authentic.”

Our staff hope these very same words can be used to describe our commitment to the business community that comprises the core of this special report — our 19th edition.

I hope to see you at our in-person celebration Sept. 10 at Graton Resort and Casino, along with our Presenting Partner, Exchange Bank; our Gold Partner, Trope Group; and our Silver Partner, the YMCA.

—Allison Gibson, North Bay Business Journal Editor

Related: [Photos: North Bay Business Journal's Best Places to Work 2024](#)

Profiles of this year's Best Places to Work

By Gary Quackenbush, for North Bay Business Journal

2024 winners

1. [Abbey, Weitzenberg, Warren & Emery](#)
2. [Adobe Associates](#)
3. [All Weather Architectural Aluminum](#)
4. [Anova Educational and Behavioral Consultation](#)
5. [Arrow Benefits Group](#)
6. [Bank of Marin](#)
7. [Becoming Independent](#)
8. [Beyers Costin Simon](#)
9. [Boisset Collection](#)
10. [BPM](#)
11. [Carlile Macy](#)
12. [Central Valley](#)
13. [Charles Schwab, Santa Rosa](#)
14. [Child Parent Institute](#)
15. [Chop's Teen Club](#)
16. [Coldwell Banker Brokers of the Valley](#)
17. [Community First Credit Union](#)
18. [Community Support Network](#)
19. [Corcoran Icon Properties](#)
20. [Dal Poggetto & Company](#)
21. [DesCor Builders](#)
22. [DH Wine Compliance](#)
23. [Dickenson Peatman & Fogarty \(DP&F Law\)](#)
24. [Dillwood Burkel & Millar](#)
25. [Distinguished Vineyards](#)
26. [Don Sebastiani & Sons](#)
27. [Earthtone Construction](#)
28. [Eleven Engineering](#)
29. [Exchange Bank](#)
30. [Fairweather & Associates](#)
31. [Food For Thought](#)
32. [Friedemann Goldberg Wargo Hess](#)
33. [GC Micro Corporation](#)
34. [General Dynamics Ordnance and Tactical Systems](#)
35. [George Petersen Insurance Agency](#)
36. [Ghilotti Bros.](#)
37. [Ghirardo CPA](#)
38. [Goodwill Redwood Empire](#)
39. [Graton Resort & Casino](#)
40. [Gusmer Enterprises](#)
41. [Harv 81 Group](#)
42. [Healdsburg Lumber Company](#)
43. [Hennessy Advisors](#)
44. [Hilton Garden Inn Sonoma County Airport](#)
45. [IDEX Health & Science](#)
46. [Intervine](#)
47. [Jackson Family Wines](#)
48. [Joanna's Nannies](#)
49. [Keegan & Coppin](#)
50. [Kiosk](#)
51. [KLH Consulting](#)
52. [Landesign Construction & Maintenance](#)
53. [Linkenheimer](#)
54. [M.A. Silva USA](#)
55. [Marin Humane](#)

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|---|---|---|
| 56. <u>Mike's Bikes</u> | 71. <u>Redwood Empire Schools Insurance Group (RESIG)</u> | 87. <u>Star Staffing</u> |
| 57. <u>MKM & Associates Structural Engineering</u> | 72. <u>Risk Strategies Company</u> | 88. <u>Summit Engineering</u> |
| 58. <u>Mr. Rooter of Sonoma County</u> | 73. <u>Scott Laboratories</u> | 89. <u>Summit State Bank</u> |
| 59. <u>North Marin Community Services</u> | 74. <u>The Scott Technology Group</u> | 90. <u>Summit Technology Group</u> |
| 60. <u>Northern Pacific Power Systems</u> | 75. <u>Sequoia Senior Solutions</u> | 91. <u>TLC Child and Family Services</u> |
| 61. <u>Nova Group</u> | 76. <u>Serres Corp.</u> | 92. <u>TLCD Architecture</u> |
| 62. <u>Oliver's Market</u> | 77. <u>Siyan Clinical Corporation</u> | 93. <u>Traditional Medicinals</u> |
| 63. <u>Parkpoint Health Clubs</u> | 78. <u>Smith Dollar</u> | 94. <u>Vivalon</u> |
| 64. <u>Peju Winery</u> | 79. <u>Snoopy's Home Ice</u> | 95. <u>W. Bradley Electric</u> |
| 65. <u>Perry, Johnson, Anderson, Miller & Moskowitz</u> | 80. <u>Soiland</u> | 96. <u>West Coast Fire & Water</u> |
| 66. <u>Peterson Mechanical</u> | 81. <u>Sonoma Clean Power Authority</u> | 97. <u>Willow Creek Wealth Management</u> |
| 67. <u>Pisenti & Brinker</u> | 82. <u>Sonoma County Family YMCA</u> | 98. <u>Wine Service Cooperative</u> |
| 68. <u>Poppy Bank</u> | 83. <u>Sonoma Jet Center</u> | 99. <u>WRA</u> |
| 69. <u>Quattrocchi Kwok Architects</u> | 84. <u>Sonoma Technology</u> | 100. <u>Wright Residential</u> |
| 70. <u>Redwood Credit Union</u> | 85. <u>Spaulding McCullough & Tansil</u> | 101. <u>WX Brands</u> |
| | 86. <u>St. Francis Winery and Vineyards</u> | 102. <u>YWCA Sonoma County</u> |

Redwood Credit Union

Founded in 1950 with headquarters in Santa Rosa, [Redwood Credit Union](#) is a member-owned, not-for-profit cooperative with over 450,000 members in the North Bay, San Francisco and Contra Costa County with \$8.2 billion in assets, 900 employees and 21 branches.

“Our strength comes from having a meaningful impact on the communities and lives of the people we serve,” said Brett Martinez, president and CEO. “We achieve this because of our hardworking, dedicated team and their commitment to our members and community.”

Sponsored events include five-year plus anniversaries, President’s Circle of Excellence, Team Members of the Month, Day of Community Impact, Appreciation Days, and Random Acts of Kindness recognition. There are holiday parties, potlucks, team building activities, a Great Green Guac-Off, and St. Patrick’s Day flowers for all.

Members volunteer at food banks, Bite of Reality teen financial workshops, Shred-a-thons, member giving campaigns, at The Human Race, Pt. Arena Waves and Whales, Petaluma Emergency Prep Help, and the Lakewood Ag and Natural Resource Day.

RCU benefits include medical/dental/vision insurance, company paid life and disability insurance, 401(k) up to 5% match, HSA, FSA, EAP, PTO, commuter benefits, tuition reimbursement, and a mental health resource.

“Team support and spirit are a big draw for me,” a team member said.

[\[back to the winner list\]](#)

Best Places to Work in the North Bay 2024

2024 winners

Years a winner

Redwood Credit Union

19

Announced July 25, 2024.

Table: Jeff Quackenbush / North Bay Business Journal • Source: [North Bay Business Journal](#) • Embed • Created with [Datawrapper](#)

How the winners were chosen

Companies selected as Best Places to Work were reviewed by the North Bay Business Journal based on criteria that included their company profile, employee surveys, the number of responses, size of the company, the breakdown of responses from management and non management as well as written comments from employees. More than 5,000 employee surveys were submitted and whittled down to 102 winners. Nominations were solicited beginning in March. Anyone within a company was eligible to nominate their business.

Nominated companies were invited to submit a company profile and asked to have their employees complete an anonymous online survey.

Employee scores were measured on how favorably they responded to questions in core areas such as personal engagement, communication and resources, teamwork, retention, alignment with goals, trust with co-workers and senior leaders, manager effectiveness, and job satisfaction, to name a few. Those selected were chosen based on the highest scores in each size category.

Here's what we asked the employees

Employees in the 2024 Best Places to Work survey were asked the following questions in an anonymous online questionnaire.

Please rate the following statements on a scale of 1-5: 1 = Never — Strongly disagree 2 = Sometimes — Disagree 3 = Regularly — I neither agree nor disagree 4 = Frequently — Agree 5 = Always — Strongly agree

COMMUNICATION

- Management keeps me informed about important issues and changes.
- Communication is open and accessible, and suggestions are taken seriously.

RESPECT

- Management involves people in decisions that affect their jobs or work environment.
- I am offered training and development to further myself professionally.
- Individuals' differences and personal lives are acknowledged and respected.
- I understand the company's plans for future success.

FAIRNESS

- There is a fair system for hiring, promotions, and assignment of projects.
- Employees are rewarded equally for their work.
- My pay rate, benefits, and compensation are fair for my position in my industry.
- A process exists for complaints/suggestions to be addressed without retaliation.

PRIDE

- I take pride in my individual contribution to the company.
- I take pride in the work produced by my team/work group.
- I take pride in my company's products/services and standing in the community.
- The workplace culture encourages innovation and contribution.
- I would like to be working at this organization one year from today.

CAMARADERIE

- I feel I am able to be myself at work.
- There is a friendly and welcoming atmosphere at the office.
- My immediate co-workers go the extra mile to achieve results.
- I experience a sense of "family" or "team" with my co-workers.

MENTAL HEALTH INITIATIVES

- I feel the company or business is invested in my emotional and mental well-being.
- The company has a mental health program, and they make workers aware of it and encourage them to use it.
- I feel emotionally supported by my superiors and/or company.