



17) USANA Health Sciences

West Valley, UT
582 EMPLOYEES

GAMES ON: This manufacturer of nutritional supplements promotes worker wellness through more than free vitamins. They have a sand volleyball court out front, a 24-hour fitness facility with a full basketball court, classes for kickboxing and yoga, and free massages every Tuesday. "We have a genuine hope from executives on down for each person to be healthy," says employee-relations specialist Melisa Torres. In 2008, the company installed solar panels on its warehouse, keeping 19 metric tons of CO₂ out of the atmosphere in the first year.

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18) TriSports.com

Tucson, AZ
45 EMPLOYEES

THE CONVERSION: "Before they walked into our warehouse, most

of our staff had no background in active sports," says the retailer's COO, Nik Hobbs. "Now, about 95 percent of them are active in endurance sports. It's contagious." To encourage more positive habits, TriSports awards \$5 in store credit for every hour of volunteer work, worth up to \$10,000 per year. "In December we visited a local park and handed out 100 sack lunches to the homeless that we'd loaded into our Burley trailers," says HR manager Susan Meeker.

19) Mountain Hardwear

Richmond, CA
97 EMPLOYEES

KNOW YOUR STUFF: At this maker of performance apparel, product testing is imperative. "I've taken product managers to Rainier in storms," says director of merchandise Ted Ganio. "They need to understand what it means to be pelted by ice." HQ is on the edge of San Francisco Bay. Inside: loaner bikes for rolling to lunch and a

CASE STUDY > THE TEACHER

Corey Senese, 27

SURF GUIDE, COREYSWAVE, MONTAUK, NY

My father taught me to surf in San Diego, and I spent summers in Montauk. By 2003, surf lessons were taking off on Long Island. The thing that really triggered my interest was seeing instructors profit while not teaching safety and respect for the ocean. I started by re-teaching some of those students for free. The first serious lessons I gave were in 2004, for three boys from Spain. I taught them every day for a month and got hooked. So I signed up with a local surf shop to get more students. The next summer I began teaching full-time. I ended up with so many lessons I couldn't do them all. Launching my Web site [coreyswave.com] and taking clients on trips was a natural next step. I've taken them to Costa Rica, Mexico, Puerto Rico, Florida, California, and Hawaii. I get people connected to the ocean and help them forget about their problems. I've found a way to make my passion support me.

—AS TOLD TO MARY TURNER

rec room with a climbing wall and Ping-Pong table. Outside: the 240-mile-plus (and growing) Bay Trail, a kayak launch, and rooftop solar panels.

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20) Eagle Creek

Vista, CA
73 EMPLOYEES

HIGH FIDELITY: Employee loyalty at this travel-gear manu-

facturer is considered paramount; hence the on-site gym, company-paid yoga instructor, \$2,500 tuition reimbursements for continuing education, and an incentive-based volunteer program. Staff members with the most community-service hours are awarded a \$1,000 donation to the charity of their choice. Oh, and the annual three-week-long horseshoe tournament, with cash prizes for winners,