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The logo for Inc. magazine, featuring the word "Inc." in a bold, black, sans-serif font.The logo for Winning Workplaces, featuring the words "WINNING | WORKPLACES" in a bold, black, sans-serif font, with a registered trademark symbol (®) to the right. Below the main text is the tagline "BETTER FOR PEOPLE - BETTER FOR BUSINESS" in a smaller, black, sans-serif font.

Inc. Magazine and Winning Workplaces Announce Top Small Company Workplaces

New York, NY, May 23, 2011—*Inc.* magazine and Winning Workplaces announced that Nukk-Freeman & Cerra, P.C., an outstanding woman-owned Employment Law firm in the New Jersey/New York Metropolitan area, is one of the 50 winners of the 2011 Top Small Company Workplaces in the USA competition—an annual contest that recognizes the nation’s best small and mid-sized company work environments—in *Inc.*’s June issue.. With offices in Short Hills and Princeton, New Jersey, and New York City, the firm provides counsel to businesses in a diverse group of industries, ranging in size from start-ups to Fortune 50 companies, in all areas of employer-employee relations. Built on a strong belief that many of today’s employment issues can be *prevented with proactive business and legal strategies*, they partner with their clients to provide those strategies and help them manage risk, increase productivity and create an overall better workplace.

Every year since 2003, Winning Workplaces, an Evanston, IL-based nonprofit organization, has recognized those firms that attribute much of their business success to their commitment to exemplary people practices and outstanding workplace cultures.

The 2011 Top Small Company Workplaces are compelling examples of successful organizations with unique, exceptional cultures. Nukk-Freeman & Cerra has experienced a 567% growth rate while law offices in the metro area have experienced large layoffs, demotions, and in some cases, gone out of business during the last three years. In contrast, NFC’s revenues have dramatically increased due to its enviable position of adding more value through efficiencies (lower overhead with flexible work program –shared offices/equipment) and 0% attorney attrition. NFC boasts high morale, productivity, and creating a “buzz” to the outside community. Attorneys and professionals alike pursue NFC for employment opportunities; new and existing clients boast that their legal fees have not been lower!

NFC’s primary mission has been to empower women attorneys, compensating them well, based on the quality of their work, not the amount of hours worked while offering the highest caliber legal service. In addition, NFC promotes its business model of truly flexible work arrangements and intends to become a global leader throughout the legal & business communities.

A unique feature of the firm is its \$5K yearly allotment for wellness programs which include weekly, nutritional snacks, flu shot clinics, and presentations on significant wellness programs. All employees appreciate the opportunities for all to lead –no “exclusivity” – unheard of in most

firms. Upon hire, all staff receive a comprehensive firm training, “Standards of Excellence” where the Partners share expectations for teamwork and leadership options. Weekly staff “huddles” alert all to key Firm issues, case developments, news, crucial management topics, and offer presentations on relevant topics. These inclusionary programs encourage collaboration of ideas leading to improvements, and sharing of skills: marketing, administrative, and legal. As a result of the policy of “inclusion”, coupled with the success of the flexible work schedule, absenteeism does not exist, medical costs are down, and there is cost saving of 150-200% of attorney salaries due to the Firm’s high retention rate.

Winning Workplaces and *Inc.* received nearly 350 completed applications for the contest. A national panel of experts in leadership and small to mid-sized business judged the finalists. Selections were based on specific metrics and qualitative assessments of the finalists’ success in creating the kind of workplaces that engage employees and deliver bottom-line results.

“This year’s winning firms distinguish themselves in so many ways,” asserts Ken Lehman, chairman of Winning Workplaces. “They are steadily growing their revenues, often outperforming their industries; have identified niches where they add unmatched value; and are guided by strong missions and values. And, they make no secret of the fact that a key driver behind their success is their engaged and committed workforces.”

“These firms represent some of the finest privately held companies in the world,” states Bob LaPointe, president of *Inc.* “Their stories, appearing in the June issue of *Inc.*, clearly demonstrate that taking an innovative approach to creating the right culture—one in which human capital is embedded in a company’s value proposition—can create *real* competitive leadership. Each of these Top Small Company Workplaces offers an environment in which people flourish and, as a result, profit follows.”

2011 Top Small Company Workplaces Winners:

- [Akraya, Inc.](#), Sunnyvale, California
- [Applications Software Technology Corporation](#), Naperville, Illinois
- [Arc Aspicio, LLC](#), Arlington, Virginia
- [Bersin & Associates](#), Oakland, California
- [Box.net](#), Palo Alto, California
- [Cal-Tex Protective Coatings, Inc.](#), Schertz, Texas
- [Dyn](#) (formerly Dynamic Network Services), Manchester, New Hampshire
- [Emma](#), Nashville, Tennessee
- [Fire Engine RED](#), Philadelphia, Pennsylvania
- [Firespring](#), Lincoln, Nebraska
- [Fitness Anywhere](#) (dba TRX), San Francisco, California
- [G5](#), Bend, Oregon
- [Galileo Learning, LLC](#), Oakland, California
- [Gold Eagle Co.](#), Chicago, Illinois
- [Golden Artist Colors, Inc.](#), New Berlin, New York
- [Harrell Remodeling](#), Mountain View, California
- [Hopkins Printing](#), Columbus, Ohio
- [ImageSoft Inc.](#), Southfield, Michigan
- [ITAGroup, Inc.](#), West Des Moines, Iowa
- [Kitware, Inc.](#), Clifton Park, New York
- [Knight Point Systems](#), Reston, Virginia
- [Linhart Public Relations](#), Denver, Colorado
- [LoadSpring Solutions Inc.](#), Lawrence, Massachusetts
- [M & E Painting, LLC](#), Loveland, Colorado
- [McGraw Wentworth](#), Troy, Michigan
- [Medical Present Value, Inc.](#), Austin, Texas

- Menlo Innovations LLC, Ann Arbor, Michigan
- Namasté Solar, Boulder, Colorado
- n-Link Corporation, Bend, Oregon
- **Nukk-Freeman & Cerra, P.C. (NFC), Short Hills, New Jersey**
- One Call Now, Troy, Ohio
- Projectline Services, Inc., Seattle, Washington
- Quantum Health, Inc., Columbus, Ohio
- rbb Public Relations, Coral Gables, Florida
- ReadyTalk, Denver, Colorado
- Resource Technologies, Troy, Michigan
- Service Express, Inc. (SEI), Grand Rapids, Michigan
- Skullcandy Inc., Park City, Utah
- Sonoma Partners, LLC, Chicago, Illinois
- Southern Rewinding, Columbus, Georgia
- Submittal Exchange, Waukee, Iowa
- Symbiont Service Corp., Englewood, Florida
- Symmes Maini & McKee Associates, Cambridge, Massachusetts
- Tastefully Simple, Inc., Alexandria, Minnesota
- Turner Consulting Group (TCG), Washington, DC
- The FruitGuys, South San Francisco, California
- The LaSalle Network, Chicago, Illinois
- The Squires Group, Inc., Annapolis, Maryland
- Torch Technologies, Inc., Huntsville, Alabama
- Veson Nautical, Boston, Massachusetts