

COMPANY HEADQUARTERS AND YEAR ESTABLISHED	TYPE OF BUSINESS	AVERAGE SALARY	AVERAGE AGE OF EMPLOYEES	LENGTH OF VACATION AFTER 1 YEAR	SABBATICALS? LENGTH?	OTHER PERKS
Adobe Systems Inc. San Jose/1982	Software	NA	39	14 days	Yes (three weeks for every five years of service)	Free snacks and drinks, on-site fitness center, rooftop basketball and bocce ball courts, free one-year Caltrain pass, ergonomic office furniture, and free downtown San Jose parking anytime.
Advanced Micro Devices, Inc. Sunnyvale/1969	Semiconductors	NA	NA	NA	NA	Childcare reimbursement, employee assistance program, profit sharing, and educational assistance program.
Agilent Technologies Palo Alto/1999	Electronic Test Equipment	NA	NA	NA	NA	Company car sales, gift matching, volunteer and community service programs, paid volunteer time, and adoption services.
Apple, Inc. Cupertino/1976	Computers	NA	NA	NA	NA	Fitness center, health classes, education and resource classes, and product discounts.
Applied Materials, Inc. Santa Clara/1967	Semiconductor Manufacturing	NA	NA	NA	No	On-site fitness centers, adoption services, smoking cessation assistance, and community service programs.
Ariba Sunnyvale/1996	Spending Management Solutions	\$93,390	37	20 days	No	Free transit pass of up to \$65 for full-time commuters.
BEA Systems, Inc. San Jose/1995	Enterprise Software	NA	NA	12 days	No	On-site haircuts, on-site car washes, adoption assistance, infertility treatment assistance, smoking cessation program, fitness club discounts, concierge services, and discount tickets.
Brocade Communications, Inc. San Jose/1995	Network Storage Solutions	\$116,330	42	23.5 days	No	On-site fitness center, employee referral bonus program, coupons to local theme parks, and discounts on Dell computers.
Cadence Design Systems, Inc. San Jose/1988	Electronic Design Automation	\$122,271	39	15 days	No	Ergonomic evaluation and office set-up; minimum 10 weeks paid maternity leave, community volunteer leave program for disaster relief, on-site fitness center, dental care, food service, and oil changes.
Cisco Systems, Inc. San Jose/1984	Internet Networking	NA	30-49	20 days	No	Free snacks and beverages; on-site health screenings, fitness centers, childcare center, banking services, dry cleaning, car-care services, haircuts, and dental care; and breastfeeding program.
Comerica, Inc.* San Jose/1849	Financial Services	NA	NA	10 days (officers, 20 days)	NA	Wellness program, flexible managed time off program, and discounted financial services.
Cypress Semiconductor Corp. San Jose/1982	Semiconductors	NA	33	15 days	No	Commuter pass, on-site gym, gas station, hair salon, chiropractic services, and massage.
DemandTec San Carlos/1999	Management Software	NA	39	15 days	No	Espresso machine, snacks, monthly company lunches, free margaritas during company celebrations, laundry services, gym memberships, and a game room.
eBay San Jose/1995	E-commerce	NA	NA	16 days	Yes (four weeks after five years of service)	On-site dry cleaning, massage, auto detailing, oil changes, haircuts, and dental care.
Electronic Arts, Inc. Redwood City/1982	Entertainment Software	NA	NA	NA	NA	Employee enrichment classes; discounts on video game systems; private pre-release movie screenings; print and media library; and on-site massage, game room, dental care, and chiropractic services.
Fortinet, Inc. Sunnyvale/2000	Network Security	\$95,000	34	15 days	No	Free bottled water, fruit, bagels, doughnuts, and coffee; dinner for those who work late; subsidized on-site car wash and dry cleaners; employee referral program; and Crazy Shirt Fridays and Bring Your Pets to Work Days.
Genencor International Palo Alto/1982	Biotechnology	\$106,589	43	15 days	No	Shuttle to Caltrain; backup childcare; lactation room; discounts on tickets to area attractions; on-site dry cleaning, shoe and purse repair, photo processing, dental care; on-site fitness center; and on-site science library.
Google, Inc. Mountain View/1998	Technology/Internet	NA	NA	15 days	Yes	Childcare center; free shuttle service; tuition reimbursement of up to \$8,000 per year; on-site dental, massages, haircuts, car wash, fitness classes, and bike repair; adoption assistance; and an all-expenses-paid ski trip annually.
Hewlett-Packard Palo Alto/1939	Technology Solutions	NA	NA	10 days	NA	Tuition assistance, adoption assistance, wellness programs, sports leagues, and product discounts.
Intel Corporation Santa Clara/1968	Computer Chips	NA	NA	NA	NA	Product discounts, lactation room, pet-care reimbursement, and on-site dry cleaning.
Intersil Corporation Milpitas/1967	Semiconductors	\$121,000	42	11 days	No	Free beverages, Doughnut Day every Friday, cafeteria, and on-site dry cleaning.
Intuit, Inc. Mountain View/1983	Software	NA	39	15 days	Yes	Volunteer time off; matching gift program; health fairs; book fairs; farmers markets; blood drives; Friday socials; and on-site dry cleaning, oil changes, auto detailing, massages, and dental care.
Juniper Networks, Inc. Sunnyvale/1996	Internet Systems	\$122,900	38	15 days	No	Tuition reimbursement up to \$5,000 a year; matching gift program; flexible spending accounts; and on-site haircuts, dry cleaning, dental care, and oil changes.
Lam Research Corporation Fremont/1980	Semiconductors	\$101,263	43	10 days	Yes (six weeks after five years of service)	\$300 per year for any fitness use, credit union, and basketball and volleyball courts.
Linear Technology Corporation Milpitas/1981	Linear Integrated Circuits	NA	45	10 days	Yes (six weeks after five years of service)	Profit sharing, café, and quarterly communication meetings followed by refreshments and music.

*Bay Area office only

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Logitech, Inc. Fremont/1981	Consumer Technology	NA	42	20 days	No	On-site dry cleaning, café, and massage services; product discounts; profit sharing; subsidized gym memberships; and matching gift program.
LSI Logic Corporation Milpitas/1981	Semiconductors	NA	NA	15 days	Yes (four weeks after 10 years of service)	Adoption assistance, on-site ATM machines, cell phone services discounts, patent award program, and finance seminars.
Maxim Integrated Products, Inc. Sunnyvale/1983	Manufacturer of Integrated Circuits	\$70,000	42	12 days	No	Wellness program, broad-based stock option program, self-defense classes, subsidized gym memberships, and 10-year service award that includes the choice of 40 hours of vacation or \$1,500 cash.
National Semiconductor Corp. Santa Clara/1959	Semiconductors	\$100,000	44	15 days	No	On-site credit union, fitness center, café, and dry cleaning; 14-acre employee park with lake, par course, soccer and softball fields, and picnic areas; and dollar-for-dollar match for cash donations to charities and education.
NEC Electronics America, Inc. Santa Clara/1981	Semiconductors	NA	42	15 days	No	On-site gym, full-service café, game areas, tuition reimbursement, domestic partner benefits, flexible spending accounts, lactation room, volunteer hours matching program, and on-site chair massage.
Network Appliance, Inc. Sunnyvale/1992	Data Storage	\$117,910	41	12 days	No	Autism benefit, volunteer time-off program, on-site 24/7 fitness center, special carpool parking, bike lockers, farmers markets, on-site dental, sports leagues, and on-site massages (as well as hypnotherapy and meditation).
Novellus Systems, Inc. San Jose/1984	Semiconductor Manufacturing	\$95,428	41	15 days	Yes (five weeks after five years of service)	Luncheons with executives, profit sharing, recognition program with rewards of up to \$1,000, lactation rooms, on-site gym, dry cleaning, free coffee, ice cream socials, and wellness seminars.
NVIDIA Corporation Santa Clara/1993	Semiconductors/ Electronics	\$122,700	38	15 days	No	Sixty additional days of unpaid job-protected maternity leave and 20 paid days beyond disability insurance, performance-based stock options, \$10 daily for meals, fitness subsidy, and domestic partner benefits.
Palm, Inc. Sunnyvale/1992	Mobile Computing Services	NA	NA	15 days	Yes (four weeks after four years of service)	Product discounts, identity theft insurance, bike lockers, patent awards, free coffee, cell phone service discounts, domestic partner benefits, mothers' room, on-site gym, cafeteria, ATM machine, and matching gift program.
Perkins Coie LLP Seattle, WA/1912	Legal Services	\$142,027 (for an associate)	43	15 days	Yes (eight weeks)	Health screenings, on-site fitness centers, free snacks and beverages, free lunch, free breakfast foods, personal concierge service, on-site package/mailling service, and on-site massage.
Redback Networks, Inc. San Jose/1997	Network Routers for Data, Voice, and Video Networks	\$115,000	36	15 days	No	iPods, movie passes, and restaurant lunch vouchers.
SanDisk Corporation Milpitas/1988	Portable Memory Storage Devices	>\$100,000	NA	15 days	No	On-site 24/7 gym with classes and personal training; café; book fairs; charitable giving program; on-site dry cleaning, haircuts, and car wash; and homework assistance for school-age children.
Spansion LLC Sunnyvale/2005	Semiconductors (flash memory)	\$91,803	42	15 days	Yes (eight weeks after seven years of service)	Profit sharing program, tuition reimbursement, quarterly perfect attendance bonus, lactation room, free shuttle to Caltrain, sports leagues, on-site gym, and annual Halloween costume party.
SRI International Menlo Park/1946	Research and Development	\$90,291	46	15 days	NA	On-site massage, dry cleaning, shoe repair, photo service, dental service, auto detailing; transit assistance; and emergency backup childcare.
Sun Microsystems Santa Clara/1982	Network Computing Solutions	\$96,905	43	30 days	No	Commuter subsidy, lactation program, matching gift program, adoption assistance, on-site massages, free on-site physical therapy, and dry cleaning.
Symantec Corporation Cupertino/1982	Software	\$110,021	39	17 days	No	On-site fitness center, health screenings, free coffee, subsidized gym memberships, Lasik eye surgery coverage, subsidized on-site lunch daily, and discount tickets.
Synopsys, Inc. Mountain View/1986	Semiconductor Design Software	NA	38	19 days	No	On-site workout rooms, basketball and volleyball courts, yoga classes, pet insurance, mobile library, community involvement opportunities, book fairs, on-site auto detailing, and matching gift program.
Therma Corporation San Jose/1967	Mechanical Contracting	NA	45	10 days	No	\$1,500 annual paid reimbursement for out-of-pocket medical expenses for non-union employees; elaborately decorated French Village Café; and annual winter holiday party.
Tibco Software, Inc. Palo Alto/1999	Software	\$119,000	40	15 days	No	TGIF parties with live music, tickets to sporting events, fitness classes, on-site gym, monthly raffles, beverage stations, and on-site massages.
Trium Group, The San Francisco/1999	Management Consulting	NA	35	15 days	Yes	Healthy snacks; beverages; Smartphone; on-site massages; life insurance; paid chiropractor or acupuncture services; vision services; and personal and professional development courses, trainings, or seminars.
Varian, Inc. Palo Alto/1999	Vacuum Technologies	NA	NA	18 days	NA	Health and wellness program, employee assistance program, and tuition reimbursement.
VeriSign, Inc. Mountain View/1995	Internet Security	\$97,546	36	18 days	No	Free doughnuts, bagels, and muffins on Fridays; discounts on Dell and Apple computers; and subsidized gym memberships.
Wells Fargo San Francisco/1852	Financial Services	\$49,300	37	25 days	No	Free checking accounts, commuter benefits, tuition reimbursement, subsidized gym membership, four weeks paid volunteer leave, and flexible work schedules.
Xilinx, Inc. San Jose/1984	Integrated Circuits	NA	NA	15 days	NA	Full-service café, Costco membership, discount tickets for local attractions, and health club discounts.
Yahoo!, Inc. Sunnyvale/1994	Internet/ISP	NA	NA	10 days	NA	Game room; on-site fitness center, cafeteria, car wash, oil changes, dental care, dry cleaning, haircuts; and discount movie passes.