

# AS SEEN IN... SAN JOSE MAGAZINE

COMPANY HEADQUARTERS AND YEAR ESTABLISHED	TYPE OF BUSINESS	AVERAGE SALARY	AVERAGE AGE OF EMPLOYEES	LENGTH OF VACATION (AFTER 1 YEAR)	SABBATICALS? (LENGTH?)	OTHER PERKS
DemandTec San Carlos/1999	Management Software	NA	39	15 days	No	Espresso machine, snacks, monthly company lunches, free margaritas during company celebrations, laundry services, health club memberships, and a game room.



**T**hink there's no such thing as a free lunch? Think again. DemandTec, a provider of consumer demand management applications in San Carlos, serves up free lunches to its 225 employees. And the free food doesn't stop at noontime—sodas, fresh fruit, gourmet coffee, and plentiful snacks are on-hand all day for those with the munchies. The CEO even hosts a summer barbecue at his house, and margaritas are on the house at company celebrations. They come shaken, stirred, or prepared with the on-site margarita machine—perhaps the company's most unusual perk.

Employees recently enjoyed each other's company at a San Francisco Giants' baseball game and often go on action-packed outings, such as go-cart racing. That spirit of camaraderie hasn't changed since the fast-growing,

Software-as-a-Service firm went public on the NASDAQ last August.

The seasoned leadership that took the company public and the buzz surrounding its innovative product fuel employees' commitment to their work, along with the knowledge that they're serving some of the leading companies in the world, including Best Buy, Office Depot, Safeway, Wal-Mart, Kraft, Nestlé, and Procter & Gamble.

Despite its growth, DemandTec still retains the intimacy of a small company where each employee gets to see the impact of his or her work on the overall product. It's challenging work, but employees have fun together, blow off steam in the new game room, and follow the company's philosophy: "We do great work, but we play well, too." How's that for a spin on the old "work hard, play hard" routine? *Jodi Engle*

**DemandTec**

Larry  
Gerston's  
Legal Battles

Flashback  
**1984**

Murry  
Frymer's  
Now & Then

Alan  
Alda's  
Life Lessons

Leigh  
Weimers  
In the Mood

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# SAN JOSE

## 50 **Top Bay Area Companies** Who Offer Incredible Benefits, Great Camaraderie, Cool Perks, Free Food, and Even Soothing On-Site Massages

# the Best Places to Work



Brocade



DemandTec



Google



Maxim



Perkins Coie



Trium Group

## PLUS: Silicon Valley's Best Public Schools



- Newark Assemblyman Alberto Torrico Setting Higher Standards
- Bell Micro's CEO and Founder Donald Bell on Engineering Success
- San Jose Sports Hall of Fame Inducts Local Legendary Athletes
- Association of Fundraising Professionals' Annual Grand Gathering