

NO. 2 — MEDIUM-SIZED COMPANIES

Extreme Pizza: Bonuses, retreats help motivate



"They can create a career out of a seemingly insignificant job," says Parent.

BY MARK LARSON
San Francisco Business Times Contributor

Hilary Dennis has worked in various capacities for Extreme Pizza for the past eight years, and has stayed at the chain for one good reason.

"It's a very fun environment," he said. "The owners are really cool people, very down to earth." So much so, that when the bosses are around, "They're not afraid to work alongside you. It's great to work for bosses like that. It's definitely kind of inspiring."

Dennis, who now runs one of the stores in San Bruno, said he knows several other employees that have been with the company for five or six years. "I don't think you'll see that much in the food industry," he said.

The bosses usually give you the amount of work hours you want, said Dennis, whether it's a lot of hours or just a few.

Then there are the bowling and softball tilts between store managers and office staff. In softball this year, the office folks so far have the edge, two games to one.

Todd Parent, CEO of Extreme Pizza, said he gives employees opportunities to advance to bigger jobs in the company.

"They can create a career out of a seemingly insignificant job, if you will," he said.

Suzanne Dunbar, vice president of human resources, said employees are trained and given benefits and vacations "as soon as they walk in the door," which, along with the friendly work environment, keeps employees around for years.

"Some of the managers today started out as pizza makers," added Dunbar. She mentioned Jackey Gan, an ex-Fillmore Street store manager who now has his own Extreme Pizza franchise near San Francisco State.

The company covers 60 percent of full-time employees' health insurance, along with paid time-off and sick leave. "We're

keeping up with the Starbucks of the world," said Dunbar.

Performance bonuses are awarded and corporate retreats have been to spots like Hawaii, Monterey and Lake Tahoe. Employees can also attend industry trade shows, such as the recent Pizza Expo.

As for the bowling and softball games, Dunbar said, "They are definitely a morale booster."

Parent said employees are treated like family, and in fact, several brothers, sisters and cousins are on the payroll. Still, the toughest challenge these days, he said, is to keep in touch with all employees, through daily conversations with them, to maintain a family atmosphere.

"At one point we had 10 employees," he said. "Now we have a few hundred."

The company has eight pizza stores it owns, and another 28 are run by franchisees. Parent sees more stores coming on line in the next five years.



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EXTREME PIZZA

CEO: Todd Parent.

HQ: San Francisco.

Bay Area employees: 320.

Score: 94.34

Best Places TO Work

IN THE Bay Area 2007

Best Places to Work – The List

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Best Places to Work in the Bay Area (101-500)

Rank	Company Address Phone Web site	Score	Bay Area employees	Business type/ Headquarters/ Year established	Top human resources executive in the Bay Area	Top executive in the Bay Area
1	ENGEQ Inc. 2010 Crow Canyon Place, Ste. 250, San Ramon 94583 (925) 995-2521 www.engeq.com	95.99	195	Geotechnical consulting San Ramon 1971	Valerie Davis HR director	Uri Eliahu President
2	Extreme Pizza 1052 Folsom St., San Francisco 94103 (415) 703-8122 www.extremepizza.com	94.34	320	Pizza restaurant San Francisco 1994	Suzanne Dunbar Vice president HR	Todd Parent CEO
3	Heffernan Insurance Brokers 1350 Cariback Ave., Ste. 200, Walnut Creek 94595 (925) 934-8500 www.heffgroup.com	93.75	232	Insurance brokerage Walnut Creek 1988	Maria Warlich HR manager	F. Michael Hefner CEO
4	Bryco Funding Inc. 580 California St., 8th Floor, San Francisco 94104 (800) 720-0575 www.brycofunding.com	93.52	104	Mortgage/finance San Francisco 2003	Meghan O'Brien HR director	Bryce Argall CEO
5	Coblenz, Patch, Duffy & Bass LLP One Ferry Building, Ste. 200, San Francisco 94114 (415) 391-4800 www.coblenzlaw.com	93.07	140	Law firm San Francisco 1890	Katie Weitz HR manager	Harry O'Brien Managing partner
6	DPR Construction Inc. 1450 Veterans Blvd., Redwood City 94063 (850) 474-1450 www.dprinc.com	92.74	250	Construction Redwood City 1990	Jorinne Jackson HR director	Eric Lamb Vice president
7	BCCI Construction Co. 185 Berry St., Ste. 1200, San Francisco 94107 (415) 817-5100 www.bcciconet.com	92.7	161	Construction San Francisco 1986	Kristin Weigand Director	Michael Scribner CEO
8	Jazz Pharmaceuticals Inc. 3180 Porter Drive, Palo Alto 94304 (650) 496-3777 www.jazzpharmaceuticals.com	92.67	133	Pharmaceutical Palo Alto 2003	Lynn Hughes Vice president	Samuel Saks CEO
9	Guarantee Mortgage Corp. 2257F Larkspur Landing Circle, Larkspur 94939 (866) 612-5050 www.gmwest.com	92.54	152	Mortgage broker Larkspur 1994	Nancy Trujillo HR manager	Paula Ryan Broker
10	MobitV Inc. 5425 Christie Ave., 5th Floor, Emeryville 94608 (510) 450-5000 www.mobitv.com	92.43	210	Mobile television Emeryville 1999	Ana Rocio Vice president HR	Phillip Almeida CEO