

Arizona Republic

Estimated printed pages: 3

October 23, 2003

Section: Business

Edition: Final Chaser

Page: D3

PERFORMANCE IS NAME, PHILOSOPHY OF WORKER-FRIENDLY SOFTWARE FIRM

Jane Larson, The Arizona Republic

The company founder takes his entire staff and their families on a yearly holiday to ski in Flagstaff or tour Kartchner Caverns.

Senior engineers receive a monthlong summer sabbatical.

The company pays above its industry average.

No, the dot-com days are not back. At Performance Software Corp., founder and Chief Executive Officer Tim Bigelow thinks putting his employees first is the best way to get sophisticated software projects delivered on time and on budget to big customers like Honeywell International and Motorola Inc.

Performance is the mission as well as the name.

"We're going to make software development projects perform," he said.

And the philosophy seems to be working.

Performance Software ranked No. 88 on this year's Inc. 500 list of the fastest-growing private companies in the United States, with revenue growth of 1,625 percent from 1998 to 2002. It was the company's first appearance on the prestigious list.

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The firm also is working on programming tools and other techniques that will help it stay efficient and keep its costs competitive with those of software houses in India and other offshore locations, Bigelow and Breese said.

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