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Vertex Inc. Ranks #1 in the Best Places to Work in Pennsylvania

BERWYN, Pa. – November 30, 2001 – Vertex Inc. was honored as the best employer in Pennsylvania at the “100 Best Places to Work in PA” awards dinner in Harrisburg on November 29. Vertex ranked first out of 50 companies in the large-sized category (over 250 employees), a distinction which reflects the company’s progressive work environment that supports work-life balance for its employees.

Vertex, the leading producer of state and local tax compliance software and research for corporations, is headquartered in Berwyn and employs over 450 people at the corporate campus in Chester County. The “100 Best Places to Work in PA” award identified the best employers in the Commonwealth based on a Workplace Practice Summary submitted by each company, and an employee questionnaire that weighted 75 percent in each company’s total score. The employee questionnaire was administered by the independent research firm, Great Place to Work® Institute, Inc., the same company that conducts *Fortune Magazine's* annual “100 Best Places to Work” survey.

Jeff Westphal, Vertex’s CEO states, “Our company has experienced tremendous success based on the combined effort and collaboration of every member of the organization.” He further says, “Being chosen as one of the Best Places to Work in PA is a very special honor for us and I attribute being placed on this list to our dedication to creating a culture that promotes work/life balance.”

Employee participation and collaboration characterize virtually every aspect of Vertex’s business, from individual software development projects, to company-wide involvement in realizing the corporate vision, mission, and values.

The company-wide commitment to the work-life balance is the cornerstone of Vertex’s corporate culture. Examples of some of the benefits Vertex offers include:

- On-site childcare at VerTYKES Learning Place, a new state-of-the-art child care facility
- Total flex work hours Monday through Friday

- Family-leave and adoption assistance programs
- Comprehensive medical benefits package, with 88 percent paid for by the company, that employees and dependents are eligible from date of hire
- Benefits for domestic partners
- Generous paid-time off, including cash-out of unused days
- Free financial planning seminars held on-site
- Tuition reimbursement for work-related studies
- Casual dress code
- Free fruit and vegetable snacks, sodas, beverages, and coffee

Vertex's unique culture seems to be working. The company has an extremely low turnover rate of 3.4 percent, while the technology industry average is over 23 percent. In addition, 43 percent of new hires at Vertex result from employee referrals, while returning former employees, or "boomerangs," as they are known, make up 4 percent of new hires.

Westphal sums it up, "The better we do for each other, the better we do for our customers. The better we do for our customers the better we can do for each other. It's simple, but effective."

The "100 Best Places to work in PA" award program, which is now in its second year, was created by the Ridge-Schweiker administration, and is a joint public/private partnership between the Pennsylvania Department of Community and Economic Development, the Pennsylvania Chamber of Business and Industry, Central Penn Business Journal, and Kuntz Leshner LLP.

About Vertex Inc. (www.vertexinc.com)

Founded in 1974, Vertex Inc. is a privately held firm providing more than 10,000 corporate customers with tax compliance software and research services for sales and use tax, property tax, payroll tax, and telecommunications tax. Headquartered in Berwyn, PA, with regional offices in Chicago, Dallas, Washington D.C., and Walnut Creek, CA, Vertex develops tax compliance solutions for use in Enterprise Resource Planning, Customer Relationship Management, and e-commerce applications. Vertex's solutions help end-users facilitate tax planning, develop tax reduction strategies, and identify other important factors that affect a company's tax structure. The company recently became one of only 35 software firms worldwide to receive the prestigious Support Center Practices certification. Vertex is a registered trademark of Vertex Inc.

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