

2023

THE BEST HR TEAMS

in America



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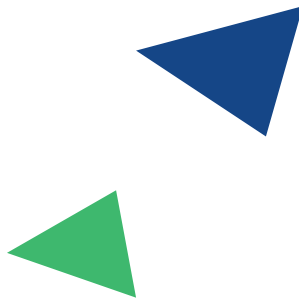
Best Companies Group >>>

5 YEARS
CFEVANS
CONSTRUCTION

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Dear readers,

At Best Companies Group, we understand the vital role that HR teams play in creating thriving workplaces. They are the backbone of every organization, tirelessly working behind the scenes to ensure that employees are supported, empowered, and valued. Today, we celebrate the very best in HR Teams in America. These teams go above and beyond, crafting innovative strategies that attract, retain, and develop top talent.

HR is crucial in fulfilling the potential of the most important capital in a company: human capital.

In this issue, we shine a spotlight on the companies whose HR teams have set new benchmarks in creating exceptional work environments. Through extensive research and a meticulous evaluation process, we have identified organizations that have shown an unwavering commitment to their employees' well-being, growth, and success.

From large corporations to small businesses, from coast to coast, these companies have made a profound impact on their employees' lives. Their HR teams have worked tirelessly to foster a culture of inclusivity, diversity, and belonging, recognizing that a truly thriving workplace is one where every voice is heard and every individual is valued.

I extend my heartfelt congratulations to all the companies featured in this edition. Your unwavering commitment to excellence has not gone unnoticed, and your dedication to creating exceptional workplaces is truly commendable.

To our readers, thank you for joining us on this exciting journey as we celebrate the Best HR teams in America. Together, let us continue to strive for excellence, to build workplaces that empower and uplift, and to create a future where every employee can thrive.

Only the Best,

- Jaime Raul Zepeda
Executive Vice President, Best Companies Group



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COMPANIES



AMGEN

Amgen is a company that works hard every day to dramatically improve the lives of patients and their families. We have a vibrant, dynamic culture with exceptionally talented staff doing important work. Our dedicated staff works every day, prioritizing safety, quality, and compliance to ensure we can serve “every patient, every time.” We keep staff engagement, community outreach, diversity, inclusion, and belonging at the forefront while also ensuring we celebrate, appreciate, and recognize our incredible staff for all they do to fulfill our mission to serve patients. As a 15-year award winner, you won’t find a better place to work than Amgen.

AMICA

Amica prides itself on providing world-class customer service, delivered by the most talented employees in the industry. Our Human Resources team works in collaboration with the business units to attract, retain and motivate our employees who make us so successful.

Amica’s HR team is committed to maintaining an inclusive environment where employees can contribute ideas, seek challenges and have a sense of belonging. The HR Team works to ensure employees achieve a work-life balance by offering a generous array of benefits.

These benefits provide choice and flexibility which meet personal and family needs, as well as opportunity for personal and professional growth and career advancement.

“I’m proud to lead a company that places such an emphasis on the well-being of its employees,” says Amica President and CEO Ted Shallcross. “I’m grateful for the work our incredible HR team does to support them.”



BOYER & RITTER, LLC

Being a multi-generational workplace has allowed us the opportunities to embrace a collaborative approach to all facets of our operations while utilizing the depth of experience of our more seasoned professionals and the innovative mindset of our ever-growing Millennial population. Developing our staff to be leaders within the firm and in the community is also one of our primary philosophies. The B&R mantra is, “Work hard, play hard.” Our focus will always be to provide our clients exceptional service but making sure that our employees are happy, safe, and excited to come to work is of the utmost importance.



COMPANIES



AV TECH

AVTECH Software, Inc. manufactures Room Alert environment monitors that enable organizations to protect their people, property, and productivity. Established in 1988, AVTECH has been at the forefront of environmental monitoring technology, providing reliable and efficient solutions to mitigate risks and prevent costly downtime. With real-time monitoring of critical environmental factors such as temperature, humidity, power, flood, and more, this comprehensive monitoring system helps organizations proactively detect potential issues and avoid damage.

One of the key factors that sets AVTECH apart is its commitment to employee welfare and development. AVTECH has consistently focused on creating a positive work environment that fosters growth and empowers employees to achieve their full potential. AVTECH offers a range of exceptional employee benefits, which have contributed to its recognition as one of the Best HR Teams in America.

First and foremost, AVTECH Software values work-life balance. The company offers flexible work arrangements, allowing employees to maintain a healthy balance between professional and personal responsibilities. Additionally, AVTECH provides comprehensive healthcare benefits fully funded by AVTECH.

AVTECH also emphasizes professional development and growth through continuous learning opportunities, training programs, and tuition assistance, promoting a collaborative work culture that nurtures teamwork, creativity, and innovation.



Thank You To All Of Our Employees!



Congratulations to AVTECH for the well-deserved Best HR Team in America!



AVTECH.com

Congratulations to Amica's HR Team on receiving this honor.



At Amica, we're committed to exceeding customer expectations through the development of and investment in our employees.

[Amica.com](https://www.amica.com)

Amica
Empathy is our best policy

COMPANIES



BROWN SCHULTZ SHERIDAN & FRITZ

Brown Schultz Sheridan & Fritz (BSSF) is a premier advisory firm providing accounting, assurance, tax and consulting services across the Mid-Atlantic region. Our organization exists to serve people: our clients, our team members and our communities. With everything we do, we strive to help people achieve extraordinary outcomes. It is the code by which we operate as an organization, and it is the mission that drives us to provide the best quality of service to our clients.

Since our founding in 1990, BSSF has grown to become a successful, multi-faceted accounting firm with approximately 140 team members and offices in Camp Hill, Hanover and Lancaster, Pennsylvania, as well as Frederick and Westminster, Maryland.

Learn more about our services and contact us today at www.bssf.com.



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Coordinator

FEATURE

INTERVIEW WITH
JOHN SLAVICH
VICE PRESIDENT OF HUMAN RESOURCES
CF EVANS CONSTRUCTION



As an HR leader, how do you personally ensure that your HR initiatives are aligned with the organization’s vision and values, fostering a cohesive team environment?

“As leaders of any organization it is our collective responsibility to every employee, every client, and every shareholder that we clearly share our organization’s vision for the now and the future and the expected values that we will lean on as we pursue that vision. These values guide you in every decision you make and specifically for Human Resources, any initiative you undertake. I came to work at CF Evans Construction in large part because of the culture that the company’s vision and core values created throughout its seventy-five-year history.



From an HR perspective, we have two main strategic goals in which any initiative that we lead must support: How do we continually improve the overall employee experience and how do we ensure that we are protecting and supporting the organization? We will obviously have different short-term and near-term goals to achieve that must reinforce the organization’s “now and future” goals, but those goals and initiatives always boil down to improving the overall employee experience and protecting and supporting the organization. When you can follow those two cornerstones as your guide and you have a team of HR professionals that fully believe in these tenets of HR, it is much easier to foster a cohesive team environment as we all feel personally responsible to improve and protect those tenets.

The members of our HR team are all great people first, great employees second. That makes an enormous difference for team cohesion. We lift each other up when needed and celebrate each other’s successes when we achieve our goals. When you have great people, anything is possible to accomplish. My Dad always said, “Surround yourself with great people and you will be amazed with what you can accomplish as a team.” He further told me, “Those leaders that are afraid to hire people that may be better than them at some things, or smarter than them in others, will never lead a great team because their fear will always hold that team back.” He told me that when I was first entering the workforce after college, and it is a lesson I have never forgotten. When you get great people together who have a common vision, follow the same set of core values, always do what is right for each other and who push every member to be the best versions of themselves, team cohesion and greatness is not only probable but almost a certainty.”

What specific strategies do you employ to cultivate a culture of trust and open communication within your team, actively encouraging participation and engagement from employees?

“I have been called naïve in my HR career because I personally trust someone until that person gives me a reason not to trust instead of making a person “earn” my trust. While I have been burned a time or two, I have been extremely fortunate to be a member of multiple HR teams at various companies where trust, open communication and just personally liking each other as people were the strengths of those teams. The team at CF Evans Construction is a perfect example of one of these teams. I am an open book who will share his thoughts and opinions (professionally of course!) with those that I trust. It is obviously my belief and hope that by being genuine, honest to admit when I have made a mistake, recognizing that every team member brings different strengths, ideas and often better solutions to the table and most importantly recognizing and giving credit where it is due leads to active participation and engagement from every member of the HR team.

As an HR team, we formally meet once a week to discuss each employee’s goals, accomplishments and short- and long-term initiatives that we face. I also meet with each of the team members individually almost daily just to “check in” and see if there is anything that I can do for them. I always make sure to ask them how they are doing, or if they had a good weekend, before talking about work because I want to make sure that they know that I care about them as people more than as employees. When you lead with your heart instead of your mind, and when your team knows that it is authentic, participation and engagement from employees naturally occurs.”

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JOHN SLAVICH
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CF EVANS CONSTRUCTION



In your experience, how crucial is effective onboarding and continuous training in building a highly engaged workforce? What steps do you take to ensure seamless integration and long-term employee satisfaction?

“It seems to me that effective onboarding and continuous training are absolute requirements in today’s workplace. Any company not focusing on onboarding and training will be left in the dust. Identifying, landing, and retaining talent is as hard today as it has ever been in my career. We have prioritized the “employee experience” at our organization as a way to ensure that we hire the best, that we remain very hands-on during the short- and long-term onboarding process so that they are set up to succeed, and that we provide ample opportunities for them to gain additional skills through traditional internal training or any needed external training required for them to move their career journeys forward. It is much easier to upskill a current employee who has the desire to continually improve than it is to take a chance on hiring new employees who may or may not be everything that we hoped they would be when we hired them. We create a culture of continual improvement and career progression by identifying high-potential employees and creating opportunities for them to move forward through internal company training, outside professional training and personal growth opportunities. Allowing our high potentials to move into stretch assignments when they may not be 100% ready for the new responsibilities but where they get plenty of support from mentors and peers keeps our employees engaged and shows that we trust them and care about their careers as much as we care about them as people.



We often meet with all employees to make sure that we always have a sense of the current culture. We obviously conduct the Best Places to Work survey annually and utilize the feedback given to improve where we need to improve while celebrating what we are doing well. We do not just use metrics, like turnover rate or employee longevity, to measure employee satisfaction. While that data is important, it is much more important to speak with our employees face to face and gather every bit of information that we can during those conversations. When employees are heard, and the company responds by continually improving the employee experience, we create a loyal workforce who are engaged and satisfied.”

What strategies do you personally employ to gather regular employee feedback and ensure that their voices are heard, fostering a sense of ownership and empowerment among the workforce?

“Nothing beats getting feedback in person. For me, that means traveling to many sites to sit down with employees, either individually or in a group setting, and just asking them, “How is everything going? How are you? What do you need from the company? What do you need from me? How can I help?” If you have spent the time to get to know the employees and have built up enough trust that they will share this information with you, then you have successfully created a culture that allows you to be “A Best Place to Work” winner fifteen years in a row.

This is certainly one of human resources’ most important roles – feeling the pulse of the employees. If you have an engaged workforce, a workforce that trusts that they can share their views without fear and that sees positive results when they have given their feedback, then you will look down your organizational chart one day and realize that you have a



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CF EVANS CONSTRUCTION



bunch of leaders that are pushing the company forward instead of just a bunch of employees showing up for a paycheck. “

How do you approach change management and navigate organizational transitions to minimize disruption and maintain high employee engagement, particularly during periods of uncertainty?



“It is always said that the only thing normal about change is that it is constant. That is certainly true for human resources in the cyclical construction industry. Whether the economy’s humming along and we are turning down more work than we can manage and hiring at a record pace, or a downturn causes us to tightly control costs and put hiring freezes in place, we always know that HR will be at the forefront of those situations.

We approach it by first knowing that uncertainty is a given in our industry. Once you accept that there are things that you cannot control, we contingency plan for every conceivable scenario that we can envision. We constantly research trends and speak with our clients, our banking partners, our local chambers of commerce – anyone or any source with industry and overall economic knowledge – to try to predict trends as far in advance as possible so that we can put action plans in place to address those opportunities or challenges. Open communication is key, especially with our employees. We hire professionals and they expect to be treated as such. When we are so busy that it is hard to even take a day off work, we remind each other that it could just as easily turn the other way with a legislative or financial decisions made by the government that can affect our clients, or world events that affect the global economy and safety. We try not to overreact one way or another. When we are extremely busy, we will often stretch ourselves a little bit thinner to ensure that we do not over-hire. This also gives many of our employees stretch opportunities where they could potentially earn a promotion more quickly than would normally be the case. Likewise, we do everything in our power to keep every employee that we have when times are more challenging, including providing more training and cross-training opportunities to prepare ourselves for the next uptick in the cycle. Again, the key is to communicate openly with your employees, as they will certainly form their own opinions if you do not make clear what senior leadership is doing to prepare for either scenario.

Change management is more than just whether the business is up or down. It can be anything from changing payroll processing systems to a key leader moving onto other opportunities. In every case, it is HR’s role to help lead those conversations about the necessity or reality of the change and to gain as much employee input as possible when determining the best solution. When employees are stakeholders in decisions being made during a change or transition, they will ensure the organization’s success coming through those situations. I have worked with too many leaders who make decisions in a bubble and then simply tell their employees what is going to happen without receiving any input. When that happens, it is always the best employees who leave organizations led by these types of leaders. I am proud to share that at CF Evans Construction, we have a senior leadership team, and a “Best HR Team in America” that ensures we understand that it is always “Our People First!””



Multifamily construction is what we do.

Our people make us who we are.



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COMPANIES



**CD BRADSHAW
& ASSOCIATES, P.C.**
Certified Public Accountants and Advisors

..... *accounting that empowers*

CD BRADSHAW & ASSOCIATES, P.C.

We are committed to empowerment and an attitude of gratitude. We believe contributing to the success of our teammates and clients is the key to experiencing professional satisfaction. We respect others at all times and expect to be treated with respect. We are “down to earth” and the personally professional way we interact with others fosters loyalty. We are willing to learn by experimentation. Everything we do supports our mission to reinvent public accounting.

At CDBA, we get to work with people we love, doing work that we love, while making a huge difference in the lives of our clients and our team, and everyone shares in the financial success of the firm AND with time to pursue our outside passions.

CDPHP

CDPHP is honored to once again be named among the Best Companies to Work for in New York. Every day, we work to support the health and wellbeing of our members and the needs of our customers. The CDPHP team brings their energy and commitment to that work each day, from those who work in our clinical and external-facing programs, to our team members who support our operations as a leading health plan in New York state and the nation. Our employees live and work in the communities we serve, and are proud to be a trusted resource. Congratulations to all of this year’s honorees who have continued to innovate, achieve, and serve their customers and community!



COMPASS IT COMPLIANCE, LLC

Founded in 2010 and based in North Providence, Compass IT Compliance is a leader in providing IT security, compliance, and risk management services to organizations across Rhode Island. Our mission from 2010 remains the same today: To partner with your organization to help you mitigate your overall information security risk while providing you with the best customer service possible. We strive to offer the superior benefits to our incredible staff. We have been a flexible employer since day one, allowing staff to work from home 100% of the time. We also put a great emphasis on hiring those who have served our nation. We are proud to say that nearly 50% of our workforce is former or active military, spanning all military branches.



COMPANIES



CONFIANT

CONFIANT

Our publications are collaborative and data centric. Even when we publish, we publish quality well-researched content that adds value to our audience. We also like to have a little fun in them and not take ourselves too seriously!

CROSSMEDIA

Some say when a company goes through rapid growth, there's a risk of losing the magic that made the place special. That efficiencies trump intuition, personality will be compromised. Crossmedia is determined to forge a different path – instead, the company bets they can scale with soul.



And it's a good bet – the agency continues to grow rapidly in the past year and bolstered senior ranks with an incredibly diverse executive team that's 43% BIPOC and 43% female-identifying. It's supplemented an already generous benefits offering with a work from anywhere policy, unlimited PTO, fully paid healthcare options, student loan repayment and the creation of the Pursuit of Happiness fund, meant to enable employees to define their happy.



MARCUM LLP (FKA E. COHEN AND COMPANY, CPAS)

At Marcum, we focus on the whole human, not just the professional. We offer a world of opportunity, a highly competitive salary, exceptional benefits, flexible work options, and industry-leading technology, all within an environment that values your contributions and supports your professional growth. As a Firm, we embrace our role as a responsible, involved corporate citizen and community leader. Marcum is also committed to fostering a culture that is both diverse and inclusive – one that encourages and enables all associates and partners to be successful. We want you to reap the rewards of a culture that promotes daily values and cultivates success. At Marcum, we invest in you, because you count!

COMPANIES



FEDERAL REALTY INVESTMENT TRUST

We can create exceptional places because we have exceptional people. With a team of just over 300 employees, the contribution of every person is critical to driving our success. Our workforce is family – and we want our people to feel like Federal is home. Our unique workplace culture is guided by our core values of Excellence, Accountability, Integrity and Innovation. We are committed to ensuring that our people feel supported, challenged and empowered each day and have experiences that help them thrive both personally and professionally. Making sure our team understands what the company is doing and where it is going is key in keeping our employees fully engaged and that is driven by frequent communication from our CEO and leadership.

FLOYD LEE LOCUMS

Floyd Lee Locums is a people company, staffing clinicians in healthcare facilities across the country. However, it is the people at the core of their team driving the organization’s success and their commitment to the culture of change they are affecting in their industry at large. Locum tenens, long maligned for its “burn and churn” employment practices, is transforming. The Floyd Lee Locums’ team is leading the revolution with their concierge model of doing business and focusing on their people. With a low rate of turnover and recognition from employees as a Best Staffing Company to Work For, they are setting a new standard. In 2022 the company was named “Small Business of the Year” by the Charleston Metro Chamber of South Carolina.



FLOYD LEE
— LOCUMS —



FORGE
GROUP LLC

FORGE GROUP, LLC

Forge is a consulting firm. Just not your typical one. We redefine the stale government contractor mold – bringing a fresh perspective to niche solutions, delivering straightforward counsel on complicated international affairs, and tailoring permanent results for the most discerning clients. We are a GOVCON unicorn – a proud 8(a), woman-owned small business (WOSB), and service-disabled, veteran-owned small business (SDVOSB). Five years into business, we are a \$14M small business with 80+ employees who are nationally and locally recognized as a Best Place to Work and the Best in our industry. We remain true to ourselves as humble, dedicated experts as we collectively push forward delivering more exciting solutions for our clients.



COMPANIES



FRAMPTON CONSTRUCTION

Headquartered in Charleston, S.C., Frampton Construction is a full-service construction firm specializing in commercial & industrial construction. One of the core values that shapes Frampton's culture is "building the future" and that includes building bright futures for its team members and the surrounding community. The company is invested in the health & wellbeing of their employees; providing gym membership reimbursement, break rooms stocked with healthy snacks and beverages, and fun office activities like ping pong and a putting green. Team members are given the opportunity to give back to the local community through partnerships with organizations like the Leukemia & Lymphoma Society, Toys for Tots, and The American Heart Association.



INSERO & CO. CPAS, LLP

Insero & Co is a full-service public accounting and advisory firm who is truly Passionate about People. We live by our philosophy of character, commitment, and competence, and seek balance between professional, community, and personal commitments. Above all, we manage from the heart. Our people are what makes us special! We have been ranked one of the Best Accounting Firms to Work for every year since 2012. No other accounting firm in NYS has the accolades that we have for being a great place to work in recent years. Our turnover rate is well below the industry average, a strong indication that our people love where they work.



KEARNEY & COMPANY

Kearney & Company is a CPA firm that provides a unique blend of financial, advisory, auditing, and data management services to the Federal Government. The insights and quality services we deliver help build trust and confidence in the Federal marketplace and U.S. Government services around the world. Our commitment to dedication, trust, and a positive work-life balance has led to Kearney being recognized as one of the country's leading accounting firms. Our Kearney culture promotes a flexible, collaborative, and open-minded work environment at a company committed to the pursuit of excellence for all employees. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.



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HD DAVIS CPAS

HD Davis CPAs has always strived to put their people first, as they understand that the team is the most important asset to the business. At the firm, family and personal obligations are just as, if not more important than work, allowing each employee to create their own flexible schedule. Alongside creating a fully online system, the team has moved into a new office allowing employees who choose to work at the office a comfortable space. The new office includes a dedicated training space, conference rooms for client meetings, and more! The HD team is also very community-minded. Each year they work with a non-profit to dedicate funds, volunteer time, and more to their cause. Over the course of the last five years, they have raised nearly \$100,000 for local charities. Their benefits package is also worthy of note. They have continued a partnership with a local meal prep service offering three well-balanced meals per week for their team during tax season. Additional benefits include an annual membership to Sam's Club, up to \$200 in clothing branded for HD Davis, and up to \$500 for healthy lifestyle reimbursement that the employees can use to pay for additional meals, gym memberships, fitness trackers, and more. All of the members of the management team also have access to their own personal coach for help with leadership and communication. Beyond the statistical accomplishments of the company, they host several employee engagement activities on a regular basis. Due to these many attributes of the company culture, they have been able to double the growth of their team in the past two years and receive many "best companies" recognitions.

HD Davis CPAs



**WHEN WE SUPPORT EACH OTHER,
INCREDIBLE THINGS HAPPEN.**

Congratulations to all of the 2023 Best HR Teams in America



FROM YOUR TEAM AT
HD DAVIS CPAS

For more info:
hddaviscpas.pro

COMPANIES



LUXA ENTERPRISES

Established in 2007, Luxa Enterprises has a strong history of providing excellence in the areas of accounting, human resources, and payroll administration. Our value proposition is to offer you certified, degreed professionals who have many years of experience for a fraction of what it might cost to hire someone internally. We have a proven track record of providing our clients with world class professional back office virtual services. This allows business owners and leaders to focus on what matters most; Growing their business. Our HR and Payroll team has over 75 years of combined experience and our average tenure is over 10 years. Our clients love working with us and we enjoy the opportunity to partner with each and every one of them to offer our expertise and guidance. HR team from left to right (Pam Brock, Yvonne Davis, Brian Martin, Catherine Kraus, and Taylor Pendry.)



Congrats!



FEATURE

INTERVIEW WITH

SARAH TAYLOR HOLCOMBE, SHRM-CP – DIRECTOR OF TALENT AND CULTURE
CHRISTINA STEUERWALD, SHRM-CP – HUMAN RESOURCES MANAGER



As an HR leader, how do you personally ensure that your HR initiatives are aligned with the organization’s vision and values, fostering a cohesive team environment?

Maxwell Locke & Ritter does a great job of living out our core values daily. For us, they’re something we openly talk about and hold each other accountable to. We ask ourselves questions like, “Does this candidate share our values?”, “Does this client share our values?”, and “Does this program speak to our values?” Honoring our values is so ingrained in our culture, it makes it easy to ensure that our talent initiatives align with the firm’s values and vision.



What specific strategies do you employ to cultivate a culture of trust and open communication within your team, actively encouraging participation and engagement from employees?

At ML&R, one of our core values is encouraging a culture of open and transparent communication and feedback. Team members are encouraged to share feedback and challenges with firm leadership. In return, our firm leaders are transparent, sharing financials bi-annually and keeping everyone informed about strategies, initiatives, and changes. This communication aligns our initiatives with the organization’s values and fosters buy-in and participation.

In your experience, how crucial is effective onboarding and continuous training in building a highly engaged workforce? What steps do you take to ensure seamless integration and long-term employee satisfaction?

The quality of our onboarding program significantly impacts employee satisfaction, engagement, performance, and retention. We’ve improved the program by creating comprehensive schedules, setting clear expectations, and covering all job aspects. We offer supplemental resources for reference and enhanced mentorship programs. Cultural immersion elements like one-on-ones, meet and greets, social events, and an employee connection group are included. We prioritize downtime between sessions and utilize diverse training methods. Positive feedback from new hires and existing team members demonstrates improved performance and retention. Our recent investment in an L&D specialist shows our commitment to further enhancing onboarding and learning infrastructure.

What strategies do you personally employ to gather regular employee feedback and ensure that their voices are heard, fostering a sense of ownership and empowerment among the workforce?

Over the years, ML&R has used various feedback collection methods, including an external employee engagement survey, internal experience surveys, stay interviews, and upward feedback surveys. Our leaders’ response and application of this feedback is crucial in fostering our firm’s culture. Informal feedback is valued, and we encourage our people to share ideas and challenges, aiming to create an environment where everyone feels comfortable approaching anyone in the firm, knowing they’ll be heard and supported.

How do you approach change management and navigate organizational transitions to minimize disruption and maintain high employee engagement, particularly during periods of uncertainty?

At ML&R, we prioritize early communication of changes, involving employees in shaping them whenever possible. If a challenge or area of opportunity has been identified, we often form a small, cross-departmental team to help create solutions. If it’s a change from leadership, we sometimes leverage surveys allowing team members the chance to weigh in on what the final decision looks like. While maintaining ongoing communication before, during, and after changes, we also use various types of channels, such as virtual and in-person meetings, emails, Teams, and one-on-ones to ensure effective communication. We provide background and highlight the benefits for team members and the firm. During uncertain times, we share what we do and don’t know, outline our approach, and offer support and reassurance. For example, during the pandemic, regular virtual firmwide meetings provided updates, financial reassurances, and support, leading to increased confidence among team members. As a result, meeting frequency was scaled back while maintaining trust and care for our team.

COMPANIES

2023
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in America



Innovative Solutions.
Traditional Values.

MCCONKEY INSURANCE & BENEFITS

Since 1890, McConkey has provided financial security for businesses and families throughout the world. McConkey takes pride in being one of the most respected insurance and benefits brokerage firms. In addition to their traditional insurance portfolio, McConkey specializes in alternative markets offering compliance, administration, brokerage and actuarial services to businesses, groups, and associations in the form of captive programs, consortiums, self-insurance and other unique products tailored to the risk tolerance of each client. Their exceptional service platform results in unmatched client retention and unparalleled growth, while their team-based culture drives success from within.

WE ARE PROUD



TO BE NAMED ONE OF THE

BEST HR TEAMS IN AMERICA

Maxwell Locke & Ritter is redefining what it means to work in public accounting, and has been named Accounting Today's "#1 Best Mid-sized Accounting Firm to Work For" in the US three of the past four years. We are a people first firm that focuses on:

- Instilling the belief that "No success at work is worth failure at home," while recognizing everyone's version of "home" is unique to them
- Leaning on our core values and showing genuine care and concern for one another
- Empowering our people to do what's best for them, while providing exceptional client service
- Cultivating an environment that allows our people to thrive personally
- Investing in the professional growth of our people



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COMPANIES



MCCORMICK TAYLOR, INC.

McCormick Taylor has always been about people. We believe that an employee's happiness leads to a successful career with a company. To keep our employees happy and healthy, we offer a range of benefits that focus on the life aspect of the work-life balance. We think about the whole employee, which means caring about their financial, mental, and physical wellness. From work anniversaries to marriages and babies, we support our staff through every major phase of their life and celebrate them as often as possible. Our collective successes are recognized at our annual Employee Recognition Dinner, where we come together to reflect on a year of individual and company growth and look ahead to the future.

MORGAN BUSINESS CONSULTING, LLC

"MBC is a Veteran-owned Small Business, established in 2003. Our customers are government agencies and commercial businesses. They come to us seeking Management, Engineering, and IT consulting services because we provide staff steeped in our solution set, who deliver just outcomes, but impact. Located across the US and Japan, our staff brings collaboration, enthusiasm, and relentless execution to meet each customer's unique challenge."



NAVIGANT CREDIT UNION

Navigant is a growing, supportive, 108-year-old family. Our leadership team cultivates a workplace environment that puts our employees first. Our goal is to help our employees feel valued, heard and respected every day. We have internal professional development as well as a Leadership Academy. We have company-wide philanthropic efforts like our V-Force initiative that incentivizes employees to take time out of the office to give back. We understand our employees have lives outside the office and we do our best to help them find balance. We know our employees give everything they have to help our members realize their financial dreams. We'll always strive to ensure those efforts never go unnoticed.



COMPANIES



ORCOSA INC.

We are extremely proud and pleased to be presented with the Best Companies Group award by NJBiz. As an emerging leader in the Life Sciences and Drug Delivery Technology market, we are excited to hear that our employees are happy and thriving here. We continuously gain feedback and insight from our team and take their suggestions into consideration when creating and improving programs and ways to work. We understand that the work environment and company culture are significant components to career and job satisfaction. We feel this award aligns and validates our Community Principles of immersive leadership, enthusiastic initiative, and concern for others.

QUICKFI BY INNOVATION FINANCE USA LLC

Many organizations talk about transformation change, innovation, and technology. At QuickFi, we engage our employees with challenges that require solutions, that result in both better customer experiences and rewarding employee outcomes.

Working with technologies like facial recognition, driver's license authentication, artificial intelligence, and blockchain, we solve long-standing challenges with entirely new solutions and an innovative outlook.

Our success as a company is entirely dependent upon the talent and dedication of our employees. Every employee has the capacity to engage leadership directly, and have their voices heard. This input is not only permitted, but it is sincerely valued.



RYAN, LLC

Ryan, an award-winning global tax services and software provider, is the largest firm in the world dedicated exclusively to business taxes. With global headquarters in Dallas, Texas, the Firm provides an integrated suite of federal, state, local, and international tax services on a multi-jurisdictional basis, including tax recovery, consulting, advocacy, compliance, and technology services. Empowered by the dynamic myRyan work environment, which is widely recognized as the most innovative in the tax services industry, Ryan's multi-disciplinary team of more than 2,800 professionals serves over 16,000 clients in more than 50 countries, including many of the world's prominent Global 5000 companies.



COMPANIES



SENTAR

SENTAR

Sentar truly embodies a win/win atmosphere. As a company, we work hard to support the warfighter but we make sure to play hard too with activities like scavenger hunts, pizza Friday, and our monthly all hands lunch. We recognize that everyone has a life outside of work and understand the importance of loving what you do while maintaining a balance. Sentar offers a flexible schedule to help maintain this balance. Employees are also encouraged to take a walk outside on beautiful Charleston days or to head up to the office rooftop to enjoy a view of the Cooper River. Employees are respected, engaged, and empowered to make decisions, "What is your opinion and how do you want to handle it" are common phrases heard throughout the day and company.

SOUTHERN PLAINS TRIBAL HEALTH BOARD

The Southern Plains Tribal Health Board (SPTHB) is a non-profit organization based in Oklahoma City, Oklahoma. The Health Board was established in 1972 to provide a unified voice on tribal public health needs and policy. Board membership includes representatives from the 12 service units in the Indian Health Service (IHS) Oklahoma Area.

OUR ROLE

The SPTHB serves as a liaison between the National Indian Health Board, (which works closely with Congress and the Senate on Indian Health Policy for Indian Country) and the 43 federally recognized tribes in Kansas, Oklahoma, and Texas. Our role is to improve tribal public health outcomes for American Indians through partnerships, advocacy, education, data, and research, as well as training.



STRATEGIC MARKET SOLUTIONS INC DBA COMMIT AGENCY

We believe our employees are our greatest assets and that we'll be most successful if we leverage their individual strengths; all team members have taken the CliftonStrengths and StandOut assessments, and we now know what our peers' strengths are so that we can tap into those strengths for specific tasks. We want our employees to succeed, because if they succeed individually, our agency succeeds. We have prioritized putting energy, time and resources into developing our employees' individual strengths to help us grow. We reward team members for completing certain professional certifications, send employees to conferences and seminars to learn new skills, and host regular teambuilding events to get our creative juices flowing.



COMPANIES



SYSTEMS ENGINEERING

Systems Engineering is a 100% employee-owned IT strategy and managed services provider dedicated to enabling the exceptional for our culture, our customers, and the community. Each day, their smart, talented, and committed team of 175 talented IT professionals and employee-owners deliver engineering excellence and superior customer service. With a workplace culture focused on collaboration, ownership, leadership, and technical expertise, Systems Engineering continues to be a workplace of choice and a well-respected ESOP in Maine. It's unique combination of service excellence, collaboration, and commitment to the community and giving back, creates an empowered, productive, healthy, and happy workforce centered around employee-ownership.

THE BRAND LEADER

For over 23 years The Brand Leader, of Greenville, South Carolina, has been generating exceptional work for its clients. However, in the last 12 months, the business has nearly quadrupled in size, while maintaining its integrity, purpose, and adherence to its core values. New employees have quickly adopted the radical thinking of being a "people-first" business, and it shows in their camaraderie, enthusiasm, and continued success in the advertising, branding, and design world.



THE GRANITE GROUP

At The Granite Group, engagement is not just something in a survey - it's something that is a given at our company. It's what sets us apart from our competition. Our team is incredible, and though we do not offer ping pong table and beer kegs, we do offer meaningful work, a supportive and encouraging work environment and unlimited growth opportunities. We have an outstanding team, and amazing managers who serve as de facto CEOs of each of our 53 locations, guiding, coaching and supporting their team. We are working hard to continue to foster a diverse, equitable and inclusive culture where everyone truly feels like they belong, and can bring their whole selves to work.



COMPANIES

2023
**THE BEST
HR TEAMS**
in America

THE SPINX COMPANY

The S.C. Chamber has named The Spinx Company one of the Best Places to Work in South Carolina.



Stewart Spinks founded the fuel and convenience retail company 50 years ago in Greenville, S.C. With 83 locations, 45 car washes, and more than 1,600 associates statewide, Spinx is committed to “making life easier” for teammates and the community. The company’s core values are fundamental beliefs that drive and shape the organization.

“We are incredibly fortunate that the Spinks family has always put people first within and outside of the business. We’ve been building practices and rewards around our core values and purpose to find, keep, develop and promote people who share our values and purpose,” said Spinx President Stan Storti.

THE WASHINGTON TRUST COMPANY

Washington Trust is the nation’s oldest community bank, with an unfaltering commitment to integrating their core values of Quality, Integrity, and Community into everything that they do. Their employees are the heart of their long-standing success, and the reason so many individuals, families, businesses, nonprofit organizations, and more, choose Washington Trust as their trusted advisors. At Washington Trust, their people truly make the difference. And they work hard to foster a culture where people feel valued and empowered, and where there is always the opportunity for growth and development. Their employees prioritize a human connection with each other and with the customers and communities that they serve.



**WASHINGTON
TRUST®**

VANTEON CORPORATION

Great Job Team Vanteon! Our team is the best in the business. We are very proud of the outstanding people who work hard daily to deliver creative technical solutions for our clients and contribute to an incredible workplace culture. You are indeed the reason we are a “best” places to work. Thank you to every member of the Vanteon team for this outstanding honor.

VANTEON
WIRELESS SOLUTIONS



COMPANIES



**VIGORITO, BARKER, PATTERSON,
NICHOLS & PORTER, LLP**

VIGORITO BARKER PATTERSON NICHOLS & PORTER

Vigorito, Barker, Patterson, Nichols & Porter LLP is a dynamic law firm providing concierge-level legal services to clients in New York, New Jersey, Connecticut, Colorado and Florida. The firm has employed innovative strategies to provide unparalleled client services and expert legal counsel. VBPNP is committed to building a team of extraordinary people. We strive to find positive, energetic members, willing to work together towards a common goal: outstanding legal service. The contributions of all are respected, appreciated and acknowledged. VBPNP believes attention to detail, effort and skill is rewarded. We promote from within and devote extensive time and resources to mentoring our young attorneys to become the leaders of tomorrow.

WARREN AVERETT

With 15 office locations and more than 800 team members, Warren Averett is a full-service CPA and advisory firm dedicated to pursuing success for its clients and opportunity for its people. Each and every individual brings unique perspectives, skills and resources to the firm, its clients and to each other—truly making Warren Averett a great place to work, where collaboration, diversity, integrity and kindness are all held in high regard. The firm's strong culture provides mutual support, promotes trust, rewards employees' efforts, and ensures that employees know their work is meaningful. At the end of the day, the firm exists to help its clients, communities and employees accomplish what's important to them.



WEBFX

WebFX is more than just a place to work. We're a place to learn, thrive, and grow – as individuals and professionals. Building a positive company culture has always been our top priority, and as a result, we've been named the #1 Best Place to Work in PA seven years in a row. The WebFX team cultivates a true team environment where team members are uplifted, valued and motivated every single day. From ongoing learning and professional development to flexible working schedules and over 70 internal programs, WebFX truly values and supports its team members through all stages of personal and professional life.





2023
**THE BEST
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