The Best Places to Work in Los Angeles: A Look at the Winners

What Makes a Company a Great Place to Work?

One consideration is the brand a company has developed and how that brand is perceived as a workplace by other organizations and the world at large.

The way others perceive your company can be critical to attracting, engaging, and retaining top employees. A strong message that clearly communicates why an organization is an employer of choice and a place filled with a thriving staff can set you apart from your competition and help attract like-minded employees. That’s why many successful companies actively develop an employer brand to highlight their reputation as a great place to work.

The 12th annual “Best Places to Work in Los Angeles” luncheon and awards celebration was hosted by the Los Angeles Business Journal at the Omni Los Angeles Hotel at California Plaza on Wednesday, August 15th. The event saluted companies that, according to the people who work for them, are the most successful in business and in nurturing their own.

Each company profiled here has its own special methods of elevating morale and team spirit to new heights. In some cases, that means having a robust and generous employee benefits package; in others it may mean the company hosts fun team building events and exercises, or contributes proactively to each employee’s overall well-being, be that through wellness programs, generous time off protocols, workplace amenities, charitable endeavors, engaged and accessible management or any number of other elements that lead to improved employee quality-of-life.

But one thing that is common among all of them is a commitment to the concept that employees’ well-being directly impacts a company’s well-being—in the eyes of the public, its business partners, customers and shareholders.

Many studies have been done on company morale and one thing that comes to light often is that the type of work environment provided directly impacts employees’ personal and professional life. When looking for a company to work for, it’s not all about salary and vacation time anymore. People want to know about the culture, the opportunities for upward mobility, and the education and training made available to employees.

People want to know which company manages programs in Canada, Morocco and the UK.

Part one of the assessment (three-quarters of each company’s score) consisted of The BCG Employee Questionnaire (EQ), which was used to collect information about each company’s benefits, policies, practices and other general information. The BCG manages 29 similar programs in other cities, states and industries, as well as managing programs in Canada, Morocco and the UK.

Part two of the assessment (one-quarter of each company’s score) consisted of the BCG Employee Questionnaires (EQ), used to collect information about each company’s benefits, policies, practices and other general information. The two combined sets of data allowed the experts at BCG to conduct an in-depth analysis of the strengths and opportunities that exist in each company.

While the survey process and evaluation was free, many participating companies opted to purchase the full BCG Employee Feedback Report which include a comprehensive summary of the employee feedback. The report also included the employee written comments and the Los Angeles Benchmark Reports. This report will help each company understand their workforce better and equip them with the information to make their workplace even better.

Visit www.BestPlacesToWorkLA.com for more information or call Best Companies Group toll free at (877) 455-2159.
Congratulations to all of the nominees and winners!

“The Montage team delivers on promises using our TEAM approach - Total EE/ER Appreciation Management promoting: wellness, a safe work environment, EE engagement and incentive programs which help to build an outstanding culture - one employee at a time!”

Danone Simpson, MBA, GBDS, CEO, Montage Insurance Solutions

LABJ Best Small Company List in Los Angeles - 2015, 2016, and 2017!

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7. HKS ARCHITECTS, INC.

HKS Architects, Inc. is a leading architectural design firm, and ranked by the LABI as LA County’s fourth largest architectural firm. Since 1939, HKS has completed projects in more than 5,000 cities and 92 countries. The firm operates from 24 worldwide offices. Employees love the relaxed office environment and being a part of the one-firm philosophy, where all offices work as a team sharing resources and project successes. Additional employee perks include flexible schedules, free evening yoga classes, a summer picnic for all employees and their families and an annual holiday gala at the headquarters office for all employees and their guests.

8. BOINGO WIRELESS

Boingo Wireless is a market leader in technologies that fuel today’s connected lifestyle. The company’s Wi-Fi, DAS and small cell networks reach more than a billion people each. Every day, Boingo’s team is tackling challenges and pioneering solutions that have never been done anywhere else. Aside from the exciting and fast-paced environment, the staff also appreciates the way the company engages employees across the company with team building activities like the annual Hackathon. Boingo even helps its employee host events that are passionate about such as drone races, chess tournaments, Black History month activities and more.

9. SWINERTON

Construction, by its very nature, is collaborative work. In Swinerton’s Los Angeles office, the collaboration is enhanced by an office culture that emphasizes relationships over rules. Teamwork and creative solutions together with “orders being sent down the line.” Swinerton is a company that stands by their employees and their work. The executive team’s high values and integrity are high and infectious. The benefits that are provided are some of the best in the market—manually, 401(k) matching, ESOP contributions, and healthcare. Another truly great aspect of working at Swinerton is the fact that the company is employee-owned so that the staff answers to themselves and not to shareholders.

10. CLUNE CONSTRUCTION COMPANY

Clune Construction is a national, employee-owned general contractor, with more than 500 talented professionals located in five offices across the U.S. Since 1997, the company has been providing construction management services for some of the most well known companies in the world. Clune manages more than $900 million in construction projects annually yet still manages to maintain its dedication to treating employees like family. Clune manages more than $900 million in construction projects annually yet still manages to maintain its dedication to treating employees like family. It puts clients first and adheres to a strict ethical code—winning awards for its ethical business practices and for being a great place to work for employees.

11. ROTH STAFFING COMPANIES

When coworkers first join Roth Staffing, part of their training is learning about the Four Circles of Excellence. Composed by CEO Adam Roth, the Four Circles define key areas where the company seeks to excel: Ambassador Support, Customer Satisfaction, Financial Success, and Coworker Satisfaction. The main takeaway from this training is that coworkers are given the same priority as client satisfaction and financial success. True success is not measured just in revenue, but in employee engagement and well. Roth Staffing stands behind this promise, proving its investment in happy coworkers time and time again. With thorough surveys every six months, the company gauges how it’s performing for its workers.

12. HARBOR DISTRIBUTING LLC

Harbor Distributing is a first generation, family owned business founded on the purchase of a small South Carolina beer distributorship in 1976. Fast forward four decades later, and Harbor is the largest beer distributor in the United States, and still growing! Harbor comes from humble beginnings and they never lose sight of that. It isn’t uncommon for the company president to be seen out working a route with a merchandiser, or riding on a truck with one of the drivers. What most makes the company one of the best places to work is the commitment to growth and development of its people.

13. SERVICETITAN, INC.

ServiceTitan is a mobile, cloud-based software platform that helps home services companies streamline operations, improve customer service, and grow their business. At ServiceTitan, every day is an opportunity for change and the company takes pride in growing its “Titanos” into the right career paths that best match their individual talents and interests. The company offers every Titan unlimited flexible paid time off, full employer paid benefits (medical, dental, vision, short & long term disability, and life insurance), free lunch and snacks daily, and a beautiful open workspace. There’s also a highly collaborative environment.

14. POSSIBLE

POSSIBLE is a digital advertising, PR and marketing firm with a focus on innovative ways to help boost brands. Their projects include a fillly-stocked kitchen, breakfasts provided, lunches, beverages, snacks. POSSIBLE offers a full bar with Friday happy hours, outdoor summer barbecues, food trucks, summer office outings, a great annual holiday party, “bring your kids to work day,” raise money for charity events, weekly yoga and flexible hours. They also appreciate the “Summer Fridays,” where for every other Friday between Memorial Day and Labor Day, the office closes at 2pm.

15. HORIZON MEDIA

The phrase “Business is Personal” defines how Horizon Media does what it does. Forgiving meaningful, authentic relationships is paramount to our culture of collaboration, trust, engagement and entrepreneurial spirit. Employees are encouraged to engage with one another and with the company in ways beyond their job description by asking questions and raising their hands when they see potential for change. Horizon harnesses the promise of ideas and values every voice regardless of tenure, and fosters meaningful connections between employees of all levels. One way they do this is through a women’s leadership program, which serves as a platform for creating mentorships and expanding networks.
A STRONG TEAM STARTS WITH TALENTED PLAYERS.

A winning recruitment and retention strategy starts with attractive employee benefits. Keep your key players and your competitive edge by partnering with the right insurance broker.

MMA-West.com
16. AMOBEE

Amobee is a global technology company that transforms data on how the world brands and companies make marketing decisions and a wholly owned subsidiary of Singtel, one of the largest communications companies in the world. Each year the company participates in an annual Hackathon, a 24-hour competition for engineering teams to conceive, design, and build an innovative project from scratch. The objective of this event is to embrace teamwork and collaboration, finding out-of-the-box solutions to problems and obstacles in the digital advertising and beyond. Amobee also has a strong female leadership presence, which is unusual for the sector.

17. GETTY IMAGES, INC.

The legendary supplier of photographic content, Getty Images continues to move the world through images. The company provides an inspiring workplace that supports the creative venture of capturing the world’s events. Getty is an employee-centric workplace focusing on individual growth with a career mindset inside the company. With many long tenured employees extending to over 15 years to 25+, it is clearly a desirable place to work. Employee perks include great summer and holiday parties, an in-house gym, a latitude of educational benefits, large Jenga blocks, and monopoly tournaments.

18. RYAN, LLC

Ryan is a tax services and consulting firm with more than 9,000 clients in over 40 countries. Ryan’s flexible, results-oriented workplace program encourages its employees to balance their work life and personal life. All employees are measured on results and not “face time” in the office. Ryan’s values and culture resonate with employees. The company’s leadership prioritizes respects entrepreneurial spirit. Employees love Ryan’s commitment to professional and personal success for all. The tax practice represents the broad range of benefits, including, but not limited to maternity leave, tuition reimbursement, great opportunities for growth, and internal wellness programs, and community outreach.

19. PARIVEDA SOLUTIONS

Pariveda Solutions is an employee-owned, strategic services and information technology consulting company that grows and deploys talented people to solve complex organizational and technical challenges of its clients. The company also strives to create a positive work environment. The culture is one that focuses on growing the individual towards their fullest potential. Exemplified through semi-annual reviews and the opportunity to be promoted each year based on each employee’s own career growth. Company-wide trainings and internal events like FireFit contribute to the “learn always” mentality. The company’s mentorship program and career advisor gives employees the chance to coach each other and have a support system throughout their careers.

20. STOUT RIASIS ROSS LLC

For more than 26 years, Stout Riasis Ross has developed a culture where positive team attitudes, accountability, commitment, entrepreneurialism, and relationship focus are the firm’s core values. This approach extends beyond the firm, as employees volunteer their time, talent, and resources to positively impact the communities in which they work. The firm’s culture is also diverse, with employees from more than 30 countries, reflecting the broad cultural backgrounds of its clients. Pariveda Solutions is an employee-owned, strategic services and information technology consulting company that grows and deploys talented people to solve complex organizational and technical challenges of its clients. The company’s leadership prioritizes respects entrepreneurial spirit. Employees love Ryan’s commitment to professional and personal success for all. The tax practice represents the broad range of benefits, including, but not limited to maternity leave, tuition reimbursement, great opportunities for growth, and internal wellness programs, and community outreach.

21. CENTERFIELD

Centerfield develops Big Data driven marketing and sales technology utilizing real-time biddable media, automated call routing and customized scripting. Its proprietary platform, Dopage, combined with its 1,500 person sales and retention center delivers new customers at scale to many of the leading brands worldwide. Centerfield fosters a workplace environment of inclusiveness whereby all employees feel they are contributing to the success of the company. There is a high energy in the office every day, and employees come to work excited to solve problems and drive the business forward. The company has a relaxed office environment with music playing, food/snacks offered for free, and a flexible work schedule.

22. INSPIRETTY

Inspiretty provides an array of human resources and business solutions designed to help improve business performance. Inspiretty Business Performance Advisors offer the most comprehensive Workforce Optimization solution in the marketplace that delivers administrative relief, better benefits, reduced liabilities and a systematic way to improve productivity. Inspiretty provides employees with 12 hours per quarter of paid time off for volunteer service and the company also provides a comprehensive benefits plan that includes medical, prescription drug, dental and vision coverage. Inspiretty also provides employees with 100% company match up to 6% on their 401(k) plans.

23. KELLEY DRYE & WARREN LLP

Kelley Drye & Warren LLP is a law firm that continually shows its commitment to its clients as well as its dedicated professionals. The firm is forward thinking, innovative, and on the forefront of technology. It strives to provide a cutting-edge, employee-friendly atmosphere and creates a strong sense of purpose, family and belonging. Kelley Drye & Warren excels in the high-energy environment, have an entrepreneurial spirit, and are passionate about their work. This is because each position ensures the success of each project and the firm has worked on some excitingly, iconic projects such as Staples Center, Harry Potter, and LAFC Banc of California Stadium, among others.

24. BROOKFIELD PROPERTIES

Brookfield Properties is a real estate company that owns and operates high-quality office and studio properties throughout the West Coast. Its core values empower employees to realize their full potential to deliver outstanding results. The company maintains a strong commitment to innovation and collaboration, as well as a fun workplace where employees are passionate and dedicated to their work. Employees have a consistent flow of resources for employees to pursue their own personal passions and adventures, with a strong work-life balance.

25. BUCHALTER

Buchalter is a full-service business law firm representing local, national and international clients in a multitude of practice areas and specializations, including bank and finance; corporate; health care; litigation; insolvency and financial law; intellectual property; labor and employment; real estate; and tax and estate planning. Employees appreciate the monthly staff lunches, the casual Fridays and the holiday parties. There’s also a 5k charitable run, a monthly cooking course benefiting the Downtown Women’s Center, and regular shareholder promotion ceremonies. Buchalter has offices in Los Angeles, Orange County, San Francisco, Napa Valley, Sacramento, Scottsdale, and Seattle.

26. PCL CONSTRUCTION SERVICES, INC.

PCL takes great pride in fostering a culture where employees can be their authentic selves. The culture and atmosphere at PCL is associated with a 100 percent employee-owned model where employees are offered actual stock in the company. Ownership stimulates an environment of accountability, camaraderie, quality, teamwork, and innovation sharing. PCL has worked on some excitingly, iconic projects such as Staples Center, Harry Potter, and LAFC Banc of California Stadium, among others.

27. HUDSON PACIFIC PROPERTIES

Hudson Pacific Properties is a real estate company that owns and operates high-quality office and studio properties throughout the West Coast. Its core values empower employees to realize their full potential to deliver outstanding results. The company maintains a strong commitment to innovation and collaboration, as well as a fun workplace where employees are passionate and dedicated to their work. Employees have a consistent flow of resources for employees to pursue their own personal passions and adventures, with a strong work-life balance.

28. BROOKFIELD PROPERTIES

Brookfield Properties is a global, best-in-class real estate operating company with industry-leading capabilities in support of all of Brookfield’s real estate investment strategies. The company’s vertically integrated operating capabilities provide real estate management services for Brookfield’s premier property assets across the office, multifamily, retail and hospitality sectors. Working at Brookfield Properties is about bringing out the best in people. Brookfield Properties employees have the opportunity to pursue rewarding and challenging work with skilled and supportive colleagues while developing and building a career. Even as the company continues to grow, it has maintained an entrepreneurial approach.

29. CRESA LOS ANGELES

Unlike traditional commercial real estate firms, Cresa exclusively represents corporate clients, providing Total Process Management and serving as a long-term real estate advisor. Cresa presents all its clients with real-time data in the marketplace. Its proprietary databases contain up-to-date reports of all projects as well as valuable informational data on lease and sale comparables. In addition, all of the company’s principals have extensive industry experience and local market knowledge. Most importantly, the employees treat one another like family. Other employee perks include a great holiday party and the offer of flexible schedules for those who need it.

30. PROTIVITI

Protiviti is a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration through consulting solutions in finance, technology, operations, data, analytics, governance, risk and internal audit. Protiviti offers a global, collaborative and diverse workplace for its employees, with exceptional opportunities for career development, a strong tradition of mentoring; a competitive benefits package; an employee recognition program; and the chance to help and support the local community. Protiviti also offers employees a substantial program that allows eligible consultants to take up to eight weeks off to pursue their own personal passions and adventures, with a strong work-life balance.

31. ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions. The company’s compensation philosophy provides competitive rewards to all employees. The Total Rewards package includes a range of market relevant benefits including annual individual performance bonuses. Accenture offers equity acquired through share option grants and its Employee Share Purchase Program. Staff may purchase Accenture shares at a 15 percent discount. The company’s Truly Human program encourages employees to take care of their total selves—body, mind, heart, and soul, so they can be their best professionally and personally.

32. TRANSWESTERN

Transwestern is a team of collaborative entrepreneurs raising the bar on what it means to provide unique opportunities for all employees. The Total Reward package includes a range of market relevant benefits including annual individual performance bonuses. Accenture offers equity acquired through share option grants and its Employee Share Purchase Program. Staff may purchase Accenture shares at a 15 percent discount. The company’s Truly Human program encourages employees to take care of their total selves—body, mind, heart, and soul, so they can be their best professionally and personally.

33. PARDEE HOMES

Originating in Los Angeles in 1921, Pardee Homes is one of homebuilding’s most prominent companies, noted for premier master-planned communities, sustainable, energy-efficient building practices, quality construction, responsive customer service and dedication to the educational and civic goals of the communities in which it builds. The Pardee culture and legacy are very much in synch with TRI Pointe’s commitments and leadership, and Pardee benefits greatly from TRI Pointe’s agility, accountability, stability, and thought leadership. Pardee’s workforce dedication, team dynamics and genuine caring underscores every element of the workplace. Pardee employees are valued for their contributions to the company’s processes and outcomes, and appreciated in myriad, limitless ways.
VISTAGE

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Vistage is the world’s foremost executive coaching and business advisory organization, exclusively for top business leaders. Envision the most comprehensive services. Leading-edge resources. A global network of more than 22,000 peers. That’s just scratching the surface of how Vistage members work through challenges and seize opportunities. Find out how we’ve earned our track record of helping member companies surpass their competition 2.2x faster.

Learn more about Vistage.
Call 800.589.0531 or visit vistage.com/losangeles.
1. BAMKO

BAMKO Designs, manufacturers and delivers award-winning merchandise that creates lasting connections between brands and their customers. BAMKO has developed itself into an organization that welcomes employers who are engaged, motivated people seeking a place where they can flourish into their best selves. BAMKO is heavily focused on growth – personal growth, professional growth – and as a group are constantly asking themselves how they can improve. People who thrive at BAMKO believe that character and culture matter – and that how they treat other people says an extraordinary amount about who they are. BAMKO knows how to create fun and teams that work into one another. BAMKO’s employees love the constant encouragement to become their best selves and love being surrounded by others who are pursing their own journey for personal growth.

The company also hosts regular offsite culture building events and $30K charitable donation match program the company has set up as a policy. Practicing what it preaches to create the best workplace, at BAMKO utilize their own internally developed proprietary software and communication tools, so they have a first-hand relationship with their company’s values. BAMKO also proactively fosters a collaborative work environment and offers continuing education stipends to its employees. Plus, there are a number of fun employee activities such as MasterChef-style cooking competitions.

2. HUGHES Marino

Hughes Marino is an industry-leading commercial real estate firm that exclusively represents tenants & buyers – never landlords. With offices across the country, our firm believes in creating “clients for life” by building lasting relationships with business owners, who trust them to provide the research, advice, and support that their unique needs require. At the heart of Hughes Marino’s business is its amazing team of hard working and caring individuals. The company’s collective goal is to make buildings greener, and its ten Core Values, which are inspired by its industry partners, the company designs low voltage, and security systems. As stewards of green, five years ago there were 90 people who engage in fun jokes, hang out with the other employees and always practice an open door policy. Employees also appreciate the PENTA Building Group’s incentive comp bonuses – generous bonuses offered based on the profit of the company each year. PENTA also hosts a pop-up company picnic – where they bring everyone and their families to Las Vegas for a picnic event each summer. The company also hosts the Intern vs. EMC music video competition – where the loser of the kickoff game makes a fun video that the company loves! This project brings together every level of the company in a fun event! On top of all this, the company does an annual employee and family Mammoth Ski Trip.

3. THE PENTA BUILDING GROUP

The PENTA Building Group is truly an employee-focused company. The organizational motto is that the company builds amazing projects while it builds amazing people! PENTA’s original owners have instilled a people oriented company philosophy that resounds in everything we do. It can be hard not to get caught up in protecting the company from risk in this litigious day and age but if it means treating people right then they will even face the risks that may arise.

Employees love the team spirit and the down to earth executives and senior leaders, who engage in fun jokes, hanging out with the other employees and always practice an open door policy. Employees also appreciate the PENTA Building Group’s incentive comp bonuses – generous bonuses offered based on the profit of the company each year. PENTA also hosts a pop-up company picnic – where they bring everyone and their families to Las Vegas for a picnic event each summer. The company also hosts the Intern vs. EMC music video competition – where the loser of the kickoff game makes a fun video that the company loves! This project brings together every level of the company in a fun event! On top of all this, the company does an annual employee and family Mammoth Ski Trip.

4. CURRENCY

Currency is the fastest growing financial firm on the West Coast. The company is proud of its A+ team of self-motivated individuals who have an insatiable appetite for success. This is the sixth consecutive time that Currency has appeared on this list. Currency has created a company culture complete with office happy hours, bonuses, team sports and activities and even trips to Las Vegas, Palm Springs and other enjoyable destinations – and that’s not to mention a great compensation structure. As a result, Currency employees are excited to come to work every morning and treat the company personally, financially, and professionally.

5. ONICA

Onica is a top AWS Premier Consulting Partner with 100% growth. Developing talent is one of the company’s DNA and its guiding principles are based on relationships, trust and customer focus. Onica knows the value of continued education but has found that’s crucial to long-term sustainability. The company believes that its success is built on the fact that its team is truly committed to the power of teamwork and the success of its clients, company and each other. Onica endeavors to take the time to elevate its culture to the highest standard, sponorizing elaborate company events, happy hour, philanthropic initiatives, wellness activities and employee professional development and mentorship programs.

6. UBERMEDIA

UberMedia is a data and technology company that provides leading intelligence to power mobile advertising, attribution measurement, and data insights. UberMedia believes that its success is only achieved with great people, an entrepreneurial spirit, and a passionate commitment to being an industry thought leader. The company culture is dedicated to creativity, teamwork, and work-life balance. Located in a converted warehouse in the heart of Old Town Pasadena, the company provides an inspiring atmosphere in which to work, live, and unwind. The company doesn’t believe in cubicles, and the office is an open and inviting space that inspires creativity, innovation, and a sense of community.

7. ELITE SEM

Elite SEM is different from many other marketing agencies because it focuses on understanding what its employees want and need in order to succeed in the workplace. The industry isn’t the same as it was 20 years ago – it’s evolving and Elite SEM is evolving with it. Understanding and valuing its employees is a huge reason why Elite SEM has been so successful with recruiting top talent. The work environment at each of Elite’s offices encourages hard work, camaraderie, learning, discussions, as well as fun. The employee retention rate is +94%, providing evidence of the employees’ satisfaction with Elite.

8. TICKETMANAGER

TicketManager makes it easy for companies to take clients to sports games, concerts, and other live events. Aside from providing a great service, there are a number of reasons why its employees love working at TicketManager, but none quite surpasses the monthly community service days where the company pays staff to go out and make a difference. The CEO often takes part, too. TicketManager also has monthly happy hours where the whole team can relax and have fun, company games every Thursday, free gym memberships, unlimited paid time off, and – most importantly – a deep belief that smart people work best when they have a huge measure of autonomy.

9. P2S INC.

P2S is an engineering, construction and construction management firm committed to creating a better future and improving an already talented staff. The management stresses no failure is too big, with it comes to team members. The company places a value on professional development, office comfort and employee wellness. P2S pays for staff professional memberships, offers tuition assistance for academic classes and pays for external training. The office includes amenities like daily healthy snacks, a game room, massage chairs, a gym with showers and bike storage. P2S’ environmentally friendly LEED Platinum and Gold certified office feature ergonomic chairs, stand-up desk options, and circadian lighting, which promotes healthy sleep patterns.

10. MEDIAALPHA

At MediaAlpha, an advertising technology company that develops programmatic advertising platforms, employees genuinely work together. Their email signatures and business cards don’t include job titles because MediaAlpha believes its people are more than their titles, but rather, part of a team that collaborates effectively and efficiently and strives to take things off of each other’s plates rather than adding to them. Above all, transparency and fairness are at the core of who MediaAlpha is and what it does. Plus, the company’s open office space lends itself to real-time conversations and solutions.

11. FLOQAST, INC.

FloQast, the maker of close management software, is a rapidly growing organization fueled by the success and passion of its employees. The company’s employees are fanatical about creating and maintaining a fabulous culture of support and success for everyone. FloQast’s unique culture drives the way its staff works and how they interact with customers – valuing their success as much as they do their own. Those who excel in their roles are quickly promoted and afforded opportunities to make an even greater impact. A successful FloQast employee represents free core values: collaboration, passion, innovation, integrity, and quality. Plus, they are driven by individual and collective success.

12. GOETZMAN GROUP

Goetzman Group was founded upon the principle of building strong collaborative relationships with clients and consultants. The company believes that shared trust leads to a deeper and richer understanding of both its consultants’ and clients’ needs. Conceptually the Goetzman Group has changed the mindset of career counseling and development by providing a home for those who have marketable skills who would like to have more control between work and their other side of life. Goetzman Group provides multiple growth opportunities to gain additional skills and job experiences in various business environments and industries that are tailored to a consultant’s professional skill set and personal goals.

13. CONNEXITY INC.

With 20 years of experience in e-commerce and consumer analytics, Connexity provides the necessary insights (consumer behavior data) for marketers to build stronger relationships with their customers. Its solutions connect buyers and sellers through their path to purchase and enable smarter marketing at every step. The company is a dynamic organization that treats its employees like its clients, meaning that the management strives to be the easiest company to work for and with. From early bird breakfasts, like free breakfast and lunch everyday (across all offices), to an environment that fosters open communication, to recognition of its employees.

14. MURPHY O’BRIEN PUBLIC RELATIONS

Murphy O’Brien is an innovative public relations team with over 29 years’ experience in the industry. Home to one of the top places to work by PR Week, and is focused on fostering a collaborative environment and providing opportunities for team members to work across all offices, allowing employees to get hands-on experience with a variety of clients. Murphy O’Brien encourages a dynamic and supportive atmosphere with shared knowledge and databases, creative brainstorming, monthly cross-pitch awarding, and more. The firm loves to work together, and strives to never let the teammates down!

15. TK1SC

TK1sc is big on ideas and big on culture. The company’s collective goal is to make buildings behave like buildings should. Working with its industry partners, the company designs mechanical, electrical, plumbing, technology, low voltage, and security systems. As stewards of the environment, TK1sc works diligently to find ways that conserve and/or produce energy and water, always striving for the perfect shade of green. Five years ago there were 90 people and today there are more than 240. This type of growth happens only when clients trust the firm and the employees love where they work.
PENTHOUSE APARTMENT OR OFFICE?

THAT’S THE IDEA

REIMAGINING NOW. TO CREATE WHAT’S NEXT.

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16. 123 HOME CARE

123 Home Care is a leading provider of high-quality non-medical home care services. 123 provides Qualified Caregivers in the homes of its clients who are typically seniors and assist with Activities of Daily Living (ADLs). This can include bathing, general hygiene, dressing, transfer and ambulation assistance, meal preparation, light housekeeping, assistance with exercises, and more. The team is full of ambitions and motivated individuals who are eager to help others and experience their own personal and professional growth. With the team motto being CANI, which stands for Constant And Never-ending Improvement, the atmosphere is collaborative, positive, and fun.

17. PARAMOUNT GLOBAL SERVICES

Paramount Global Services’ culture is defined by its great people seeking excellence in performance and innovative customer service. The employees are encouraged to be open to ideas and creative with solutions. Employees are connected with each other throughout the organization and the results can be seen through flexibility and reliability in servicing customers. The company has established RICE values, which stand for Respect, Integrity, Communication and Excellence are they are more than just words on a wall. Paramount encourages employees to live these core values daily and takes the time to recognize those that go above and beyond in each area.

18. GUMGUM

GumGum has grown into a full-scale global operation with more than 250 employees and plans to grow further. The company, a leading computer vision company on a mission to unlock the value of every online image and video for marketers, makes the care and growth of its employees the top priority at the company. GumGum encourages top-down and bottom-up communications and leadership. The company creates a fun, inspiring, and challenging (in a good way) environment that makes employees want to come to work every day. The biggest proof point is the retention rate – over 90%!

19. COVERHOUND

CoverHound’s employees are driven, accountable, customer service oriented and excellent at what they do. They work hard, support each other and share a mission of being the best insurance technology platform available. Exceeding expectations is the CoverHound team standard. Employees subscribe to the team spirit and don’t pass the buck. Change is embraced because the CoverHound aims to change the status quo for insurance shoppers. The team leaders are veterans in the insurance market who are happy to mentor and support the other employees. The company values and encourages transparency, learning from each other and collaboration.

20. MODERNHR

ModernHR is a Human Resources Outsourcing Firm. Its goal is to provide its clients, through its human resources professionals, the depth and expertise of a highly skilled and professional human resources infrastructure, while being careful to compliment the organizations’ philosophy and culture. Each member of the ModernHR team is talented and multi-faceted. ModernHR is heavily focused on making sure that each employee is recognized and given the opportunity to grow and achieve nothing but the best. The company offers flexibility not only in the way that they provide services to customers but also in the work environment its employees have come to enjoy.

21. BOLTON & COMPANY

Bolton & Company is a leading provider of high-quality insurance products and places in excess of $600 million in annual premiums on behalf of its clients, which ranks the firm in the top one percent of all brokers in the United States. As a privately held, ESCF-owned company, each employee is acutely aware that his or her contributions are directly responsible for the success of Bolton & Company. Bolton offers many exciting and challenging career opportunities in an environment that breaks away from a traditional insurance agency. Bolton prides itself on being staffed by professional, personable people who work hard and do genuine good—within their industry and beyond.

22. W.E. O’NEIL CONSTRUCTION CO.

For over 90 years, W.E. O’Neil has been delivering full-service construction support to clients in the public and private corporations, government, and civic institutions across a variety of construction delivery methods. The company's foundation is rooted in its people and commitment to quality, integrity, and building great relationships. W.E. O’Neil not only builds great relationships with its clients but also consistently strives to build great relationships with its employees. From work-life balance to engaging and friendly team members, W.E. O’Neil is consistently looking for ways to maintain a culture of family, fun, and work.

23. NORTHSTAR MOVING COMPANY

Founded in 1994, Los Angeles-based NorthStar Moving Company has redefined the moving industry as the first to offer eco-luxury moving services, elevating basic moving service, customized care and environmental consciousness. Honored with more awards for service than any other moving company and having received awards for corporate culture, green practices, community outreach and growth...
Pango Group is a family of settlement service industry companies and has been one of the leading independent escrow resources in California for over 20 years with locations from Los Angeles to Orange County to the Coachella Valley and San Diego.

Our mission of running exceptional real estate service businesses that enhance the lives of the people, partners, and communities we serve has been an integral part of our success.
Continued from page 28

including multiple “Best Places to Work” awards. Employees appreciate that NorthStar considers its employees’ happiness as being genuinely important. Best efforts are made to keep all employees’ work-life as positive as possible. Also, the office culture is hard working but comfortable and safety conscious.

24. THE LIBERTY COMPANY INSURANCE BROKERS

Liberty Company Insurance Brokers differs from other companies simply because of its company culture. The organization emphasizes a family feel environment and truly cares for each one of its employees, who directly benefit from the firm’s strong training program for all new hires. The company also has a very inviting office space that caters to employee needs. Plus, the Liberty Company offers fun incentive plans and provides plenty of opportunity for growth. The company also provides fun and informative meeting/training with the key producers. There are also monthly parties and birthday celebrations.

25. WINDES

Acknowledged by Inside Public Accounting as one of the “Top 25 Best of the Best Accounting Firms in the Country,” Windes is a recognized leader in the field of accounting, assurance, tax, and business consulting services. Windes has appeared on the Los Angeles Business Journal’s “Best Places to Work” list now eleven years in a row. Its reputation as an outstanding firm and great place to work is built upon its guiding principles of integrity, independence, and professional excellence. Windes strives for an environment that values people first, develops leaders, and promotes integrity, respect, trust, and professionalism.

26. SIGNATURE ESTATE & INVESTMENT ADVISORS

Signature Estate & Investment Advisors’ entrepreneurial structure has afforded many rewarding career opportunities. An atmosphere of professional development is strengthened by its close-knit collaboration of ideas, focus on innovation, and relationship-based approach. This allows employees to take on more responsibilities, gives them more opportunities to be acknowledged for their work, and more room for them to learn and grow. SEIA’s corporate structure is not actually corporate at all. The company takes great pride creating an environment where they empower each employee to take control of his or her career, and self-manage as much as possible.

27. VHA CORP

VHA believes its culture is the driving force behind its accomplishments. Employees work hard and smart and laugh along the way. It comes easily when you work with leading edge high tech gadgetry and fantastic, focused individuals who share the same passion. VHA team members use phrases like “customer first,” “charity-focused,” “caring,” “collaborative” and “humane” to describe VHA, a company that firmly believes in a work-life balance. Headquarters provides a lunch for employees four days a week. Throughout the year, VHA hosts a company retreat, holiday party, contests and potlucks in addition to professional training to develop needed skill sets.

28. TREMOR VIDEO DSP

A lively, innovative ad tech company, Tremor Video DSP is the leading video platform that matches advertisers with their audiences - wherever they may be. The Tremor team truly enjoys its work creating custom brand solutions for the LA advertising community including leading Entertainment companies like ABC, Amazon, and Sony Pictures and automotive brands like Toyota and Honda. The company’s “work hard, play hard” winning attitude helps major LA advertisers tell captivating brand stories that create meaningful, personalized moments with their customers. Culture is important to Tremor and it offsets the hard work with fun outings together.

29. PRODEGE, LLC

Prodege’s mission is to “create rewarding moments” every day for its employees, business partners and 40 million members. Prodege’s leading online properties; rewards community Swagbucks.com & cash-back shopping sites MyPoints.com and ShopAtHome.com – have awarded over $500 million in free gift cards and cash to its members. The 200+ employees set out to make a difference in people’s lives, put a little extra cash in their wallets and build great relationships with brands. Prodege offers equity in the company to each employee, as the leaders recognize that each employee’s contribution is valuable and essential to the company’s success.

30. SLICKDEALS

Slickdeals employs smart, entrepreneurial-minded individuals, who work hard, but also enjoy one another’s company and respect one another as a team. Employees have the opportunity to learn from other teams; and can get involved in areas in which they are interested which may fall outside of their normal scope of work. Employees are given autonomy, both in their work, and with their personal schedules. Top executives are very accessible and participate in office activities, mentoring and/or just to grab a cup of coffee. All of this, coupled with a cool, growing brand, a profitable company and access to the best deals on the web.

31. RAINES FELDMAN LLP

Raines Feldman considers itself the most collaborative law firm in LA. It strives to create a culture of supportiveness, respect and curiosity, both within the work environment and with regard to the staff’s outside interests. Raines Feldman promotes inclusiveness through seeking to hire people of different generations and backgrounds. This diversity is reflected across the board, from having one of the youngest Managing Partners of a firm this size in California, to its...
co-managing partners who are active members of the LGBTQ community, to the majority female staff.

32. CALLFIRE INC.
Telecommunications company CallFire is staffed by employees who are hardworking and driven. The company values innovation, and expects team members to develop ideas and integrate them into the business. CallFire also likes to think of itself as creative and offbeat. CallFire is made up of a variety of different types of personalities and they are often on display. Employees come from diverse ethnic backgrounds and from various fields of work and study. And they have many outside interests, such as yoga, tennis, cuisine, global travel, hiking and meditation. Employees often participate in these activities together.

33. BEACH CITIES HEALTH DISTRICT
Beach Cities Health District (BCHD) is one of the largest preventive health agencies in the nation, and has served the communities of Hermosa Beach, Manhattan Beach, and Redondo Beach since 1955. It offers an extensive range of dynamic health and wellness programs, with innovative services and facilities to promote health and prevent diseases in every lifespan. BCHD has established “Culture Club” which ensures that its culture and core values are reinforced with its employees. BCHD’s position within the industry allows it to continue their professional development internally, through global and functional rotational programs, as well as externally, through enrollment in professional development courses of their choosing.

34. ALBERT & MACKENZIE LLP
Albert & Mackenzie is a reputable and growing Workers’ Compensation defense firm with multiple offices in California. Established by Bruce H. Albert and Peter Mackenzie in the year 2000, the firm has grown from a total of four employees in one office, to over 140 employees across 10 offices. The Albert and Mackenzie Executive, Management, IT and Support teams work together to ensure the firm’s success in the industry, as well as the success of all staff, through updated technology, mentoring and education programs, an efficiently structured and organized work environment, and an open door policy which welcomes new ideas from employees at all levels.

35. SADA SYSTEMS, INC.
SADA Systems position within the industry gives its employees the ability to work with cutting edge technologies from MSFT, Google and Facebook (SADA’s partners). This access and exposure allows employees to reach their highest potential and become experts at the forefront of their field. SADA Systems has an established “Culture Club” which ensures that its culture and core values are reinforced with each event. SADA is always thinking of new ways make it a great place to work. Some of the ideas implemented recently include candy-grams for Valentines Day, birthday acknowledgements from the CEO and desk decorations, and monthly happy hours!

36. PANGO GROUP
As an real estate industry employer recognized for expansive growth, highly diverse and inclusive culture, and a team of people with some of the brightest, most dynamic professionals in the industry, Pango Group works hard to ensure that its people remain at the “heart” of the organization. Pango empowers them with the tools to develop and succeed in a fast-paced and progressive environment. The company offers an industry-leading benefits package, fully integrated support staff and systems, employee drivers programs and rewards, fun company-wide events, and more. Pango takes pride in its culture, the great people, and has one of the best retention records industry-wide.

37. FLEXPORT
Flexport is a full-service ocean and airfreight forwarder using modern software to fix the user experience in global trade. Flexport is a great place to work because of the many ways it takes care of its employees: superb medical benefits, warm and welcoming work environment, meals provided, etc. However, what makes Flexport truly stand out is its commitment to fostering intellectual curiosity and its global perspective. After enrolling from Flexport’s comprehensive training program, all employees are encouraged to continue their professional development internally, through global and functional rotational programs, as well as externally, through enrollment in professional development courses of their choosing.

38. GLOBALWIDE MEDIA
GlobalWide Media is a data-driven digital marketing leader, providing premium media solutions for the world’s leading brands and agencies through data science. GlobalWide Media provides a place where employees can grow and build their career while maintaining a work-life balance. In additional to a leadership team that genuinely cares about the well being of the employees, GWMD is a whole celebrates the wins and encourages each other on a daily basis. The company goes the extra mile to take note of employees’ contributions and recognize hard work, commitment, and loyalty. Not to mention perks like catered lunches and waffle Wednesdays.

39. TRAVELSTORE
TravelStore is recognized as one of the premier travel management companies. As an ESOP for over ten years, the employees are all vested with ownership in the company, and shares of stock are gifted to them. It’s a huge benefit and provides an auspicious retirement program, as the company’s stock has increased in value each year. This has created a much stronger family culture, where everyone’s contribution is recognized, and everyone understands their success and the company’s stock are gifted to them. It’s a huge benefit and provides an auspicious retirement program, as the company’s stock has increased in value each year. This has created a much stronger family culture, where everyone’s contribution is recognized, and everyone understands their success and the company’s stock are gifted to them.
company’s success are intertwined. TravelStore celebrates its culture with ongoing events throughout the year, in addition to not only recognizing our top achievers, but also recognizing our new-to-industry team members.

40. CYDCOR LLC

Cydecor is a sales and marketing company that employs nearly 200 team members. Its culture is often described as a family-like atmosphere where everyone is friendly, hardworking and has fun. Cydecor’s senior leaders are very approachable and genuinely care about each and every employee.

They constantly seek to make improvements to the already very generous benefits programs and actively participate in the community by volunteering with local organizations and participating in Operation Smile. Upgrades to the benefits programs during the past year include a more generous 401(k) retirement savings program, enhanced telecommuting options, and improvements to the parental leave policy.

41. VOX NETWORK SOLUTIONS

VOX is driven by a diverse team of consultants, entrepreneurs and technologists. With six fundamental technology practices (Consulting, Contact Center, Collaboration, Network, Security, Managed Services) and a prescriptive process methodology, VOX seeks to empower its clients, partners and employees to create something better. Plus, as one of the key ingredients behind what makes the company a success, VOX’s culture of putting its employees first makes it one of the best places to work. Management respects the talents, experiences, and values of the employees and provides opportunities for personal and career growth.

42. LOS ANGELES FEDERAL CREDIT UNION

Los Angeles Federal Credit Union is a full-service credit union open to anyone living in most counties in Southern California. The company offers all types of financial accounts including savings and checking and low rate loans for homes, cars, boats, motorcycles, credit cards and lines of credit. Liberty employees enjoy the outstanding benefits with their family coverage included – and the organization pays almost 95% of premium. The staff received 12 holidays per year and terrific employee events such as an annual holiday party, employee breakfasts, food trucks, bowling nights, employer and family picnics, annual awards, and an onsite mobile wash.

The Best Small Companies to Work for in Los Angeles (15 to 49 US employees)
competition, teamwork over individual gain, and spirit over pretentiousness. The team is like a quirky, close-knit family, regularly engaging in internal events, competitions, happy hours, game nights, and more. Additionally, management fosters a culture of honesty and directness, so that issues and concerns can be addressed directly. Perks enjoyed by the staff include a fully stocked kitchen with whatever snacks the team wants, weekly staff lunches, “Summer Fridays” (where the office closes at 2:30 during the summer season), and year-round early Fridays (closing at 4 pm on Fridays all year).

3. PROVEN RECRUITING

Proven Recruiting’s devotion to growing a strong, tight-knit work force resonates in every aspect of its business. From almost daily trainings, to the family-like dynamic, the company has worked hard to make Proven Recruiting into a place where people actually want to spend their time every day. Since Day One of founding the company, the mission was “to create a place where recruiters liked coming to work and were allowed to focus on the things they were good at.” For Proven Recruiting, it’s always been about supporting, uplifting, and empowering the employees to contribute to a workplace where everyone – from newbies to executives – can flourish.

All of the employee perks and benefits function to fortify Proven Recruiting’s underlying goal — of creating a workplace that allows people to be their best selves and to do their best work. No one perk alone makes us a great place to work; it’s the philosophy behind the perks and the network they build together that makes the culture so special. As strong proponents of servant leadership, the directors establish close working relationships and one-on-one mentorships with each member of their teams. At every level, the company is a true meritocracy; anyone who is willing to put in the work is rewarded for their efforts.

4. NORTHWESTERN MUTUAL – WEST LOS ANGELES

Northwestern Mutual – West Los Angeles enjoys a rich heritage as a provider of financial planning services. Its growing office has worked diligently to help people achieve their goals and dreams for financial growth and security by providing a broad range of financial products and services, including life insurance, investment services, estate analysis, and employee benefit services. The office is firmly committed to helping create exceptional financial security, personal growth, and business success. The company strives to create a community that fosters personal and intellectual growth by bringing together advisors, specialists, and staff from different backgrounds and perspectives to engage in a mutual exchange of ideas and experiences.

5. KARDENT DESIGN

Kardent Design is a firm founded on the principles of establishing relationships with “happy clients”. To accomplish that, the company starts with a focus on “happy staff.” Our team is intimate, trusted and family-oriented. The nature of Kardent’s work is extremely collaborative so the organization places emphasis on building a strong trusted team that is ready to tackle any challenge. A happy work environment is key to the success of the company’s work so Kardent’s leadership constantly strives to collaborate with all staff to make the work environment the best it can be.

6. BLAZE PR

In 2017, due to a fairly dramatic change in the country’s leadership, the market was edgy, and BLAZE was forced to stay nimble, focus on conversion and stay focused on targeting and KPIs. Despite these challenges, BLAZE posted one of the best years in its history, both in terms of revenue and client acquisition. Internally strong connections and engagement on the things that truly mattered made the difference to help the BLAZE staff bond and grow as a cohesive unit. BLAZE focuses interally on being exceptionally inclusive. All staffers are treated as valued, equal, and as having a true impact on business success.

7. MANSOUR TRAVEL

Mansour Travel Company has, for 37 years, been recognized as one of the premier providers of travel to an upscale and discriminating clientele. The seasoned team of professionals is drawn from varied backgrounds and collectively has many years of experience. In keeping with the upscale creativity of the brand, the staff is a well-traveled, dynamic group of people, knowledgeable and up-to-date in the leisure, corporate and entertainment industry travel markets. The company provides a beautiful work location, decorated with fine works by prominent artists. The result is a unique and inviting office environment for the employees that exudes an eclectic and whimsical but refined style.

8. PRAY.COM

Pray.com is a social impact company with a vision to create a world where everyone leaves a legacy of helping others. The company creates technology that serves faith organizations and nonprofits. Pray.com believes that such a mission attracts a certain type of employee. Its team is comprised of talented, passionate people from varied backgrounds: some pray, some meditate, some just want to see more empathy in the world. They are all committed to building something bigger than themselves – which makes pray.com a really exciting place to work. Team members cheer on one another for working toward a common goal and have developed a community together.

9. KONNECT AGENCY

As an agency, Konnect has attracted talented people who make positivity and help to create a collaborative and inviting atmosphere for all others to thrive in and enjoy. The agency supports its team personally and professionally and invests in their development. Konnect even implements growth plans that help employees know what steps they need to take to go to the next level in
Continued from page 34

their careers. The agency also pursues strengths assessments for every new team member so they can be placed on accounts, with colleagues, who will bring out the best of their abilities.

10. NELSON HARDIMAN

Nelson Hardiman is the second-largest healthcare specialty law firm in California. It has earned a reputation as a dynamic, forward-thinking firm at the forefront of an industry growing exponentially. Coupling its healthcare focus with the experience and expertise to attract top hospitals, universities, counties, and cutting-edge providers as clients, has led to substantial, interesting, and challenging work for the team. As such, its attorneys and staff are fully engaged doing meaningful work that is making a difference in the lives of people in our communities and beyond. The firm cares deeply about its attorneys and staff and regularly engages in firm-wide social events and retreats.

11. SIGNATURE INVESTMENT ADVISORS, LLC

Signature Investment Advisors is an independent registered investment advisor headquartered in Los Angeles that provides an investment management platform for advisors across the country. With its small tight-knit group of employees, every voice is heard. Monthly “check ins” and quarterly department meetings serve as the platform for every employee to share their insights, questions and to understand the vision. Three levels of target goals are set each quarter and this really brings everyone together. The hardest or stretch goal is designed to give each employee bonuses. At year’s end, the company has a celebration noting each employee’s specific/contributive.

12. CITADEL ENVIRONMENTAL SERVICES, INC.

Those who work at the environmental services company Citadel, know that one of the best things about the company is its culture. Citadel operates as a team, is family oriented, and puts people before profits. Always striving to be best in class, Citadel also makes sure it rewards its employees for hard work and acknowledges them for accomplishments. It also challenges its workers to help them succeed and reach their individual professional goals. Employee perks also include a flexible work environment and first-class benefits, including strong medical and profit-sharing programs.

13. THINKNEAR BY TELNAV

Location technology company and full-service mobile advertising platform Thinknear is a rewarding, welcoming and diverse place to work. At its LA office, more than 15 different nationalities and languages are represented. The company celebrates and practices a culture of diversity, collaboration and gratitude. Every Wednesday afternoon, staff gathers together in the main kitchen and gives kudos to coworkers—thanking them for anything from bringing treats from around the world to share, or helping with a last-minute client need, or accomplishing major work milestones. Other perks include catered lunches, breakfast, happy hours and many other hosted events that bring the team together on a daily basis.

14. VACO LOS ANGELES, LLC

Vaco offers consulting, contract and direct hire solutions in the areas of accounting, finance, and technology. Vaco is dedicated to developing creative client solutions, long-term relationships, and lifelong careers. Among its employees, Vaco encourages an entrepreneurial spirit, flexible work arrangements, and the freedom to share ideas and be heard. Incentives include flexible schedules and an emphasis on healthy work-life balance. Speaking of balance, Vaco even provides regular yoga sessions in the office on a weekly basis.

15. PLAYQ INC.

Mobile gaming company PlayQ is a small business doing big things, which gives each of its team members the opportunity to make a serious impact on its products and company. The perks and benefits PlayQ offers rival those of much larger organizations, and it continually strives to be a best place to work every single day. There is a distinct focus on bolstering interdepartmental communication and collaboration, making for both strong solutions and a tightly connected team, and recent efforts to develop additional opportunities for learning and development speak to PlayQ’s emphasis on constant personal and professional growth.

16. MURPHY RESEARCH

Murphy Research is a boutique, full service market research firm headquartered in Santa Monica. It was established out of a desire to create a firm that is committed to providing the highest quality research in a creative, accessible manner. Murphy’s team produces groundbreaking qualitative and quantitative research through its focus on creative design, rigorous execution, and enduring insights. Employees love the variety of innovative clients they impact using a range of methodologies across industries. The firm’s rapid pace and quality-first culture creates a critical reliance on open and honest communication to drive the team to success, and fosters a culture where intellectual curiosity, resourcefulness, and entrepreneurial learning thrives.

17. GISH SEIDEN LLP

gish SEIDEN, a full-service CPA firm, has been providing tax, accounting, and consulting services to clients for over 75 years. The public accounting profession can be very demanding at times, and gish SEIDEN recognizes the importance of ensuring that its employees feel supported in both their professional and personal growth and well being. The firm makes a conscious effort to involve staff in many aspects of the firm’s strategic initiatives. The entire firm participates in annual summits that
set the organization’s objectives and direction for the following year. In addition, the entire firm participates in monthly meetings to discuss ongoing projects, issues and concerns.

18. STONE | DEAN LLP
Stone | Dean Law is a premier business law firm located in Woodland Hills. Staff and attorneys exemplify a fantastic place to work through their integrity, dedication, and excellent work quality. Stone | Dean is a small, close-knit organization where the staff regularly create friendships and relationships that last a lifetime. The attorneys also develop strong relationships with the staff, creating very little separation. There are regular communications and job performance reviews so employees know where they stand and perks include fun events where everyone, including the attorneys, participate, and there is a consistent sense of support and trust across the organization.

19. ADAMS STIRLING PLC
Adams Stirling is a small, boutique law firm founded by two best friends, Adrian Adams and Laura Whipple who have sought, for the past 18 years, to promote a company culture of teamwork, collaboration, family values and integrity. Laura Whipple who have sought, for the past 18 years, to promote a company culture of teamwork, collaboration, family values and integrity. Although small, the firm has been able to provide for its employees through insurance benefits programs, flextime, and education. A positive atmosphere is prevalent and perks for staff include programs, flextime, and education. A positive atmosphere is prevalent and perks for staff include programs, flextime, and education. A positive atmosphere is prevalent and perks for staff include programs, flextime, and education. A positive atmosphere is prevalent and perks for staff include programs, flextime, and education.

20. NORTHWESTERN MUTUAL – LOS ANGELES
Northwestern Mutual – Downtown Los Angeles enjoys a rich heritage as a provider of financial planning services. Since 1965, when Northwestern Mutual opened this office, the firm has worked diligently to help people achieve their goals and dreams for financial growth and security, while helping clients enjoy what they have now and establish security for the future. “Spend Your Life Living” is a theme that extends to the team members as well. Regular public staff recognition, competitive benefits, career coaching, and an entire committee dedicated to team camaraderie are just some of the elements that elevate the staff well above their job titles.

21. EPIC FREIGHT SOLUTIONS
Epic Freight is an entrepreneurial organization that prides and rewards its employees. The company does not micromanage its team, but rather empowers them to make decisions and satisfy the company’s clients in all situations. The company has many recognition programs to reward and recognize employees – a practice that is done daily, weekly, monthly and annually. The company is founded on a set of core principles that is instilled in each person that is welcomed onto the team. Epic understands that these skills need to be ingrained and reinforced on a constant basis. Plus, there is a strong level of open communication between staff and management.

22. FANTASTIC IT SOLUTIONS
Fantastic IT Solutions has a philosophy that is committed to finding the best seat on the bus for each of its employees. If employees find something they want to do, they have the freedom to flesh ideas out and bring them to management. Management encourages creativity and thinking outside the box. While many employee-friendly businesses now boast gym, employee lounges and regular company BBQs, Fantastic IT, while offering those things, also offers a heavily utilized Mario Kart station! The tech team often spends breaks and downtime building camaraderie while duking it out on the racetrack.

23. HALBERT HARGROVE GLOBAL ADVISORS, LLC
Halbert Hargrove Global Advisors is a fiduciary investment management and wealth advisory firm serving quietly wealthy individuals and families. Halbert Hargrove is an employee owned firm and a genuine team that believes in the importance of work/life balance and creating a fun, encouraging environment that helps foster growth in all its associates. The firm’s principles remain deeply rooted: family, loyalty, discipline, patient capital, an entrepreneurial spirit, freedom to excel, joy in work done well—and giving back. Employees appreciate that their firm deeply values its communities, and dedicates meaningful energies and resources to support them.

24. IFACCTOR
Infrastructure Factor Consulting, or iFactor as it is best known, was established with the goal of providing its clients with integrated, highly technical, strategic solutions to their critical business needs, including design and consulting services for buildings and campuses across a wide range of markets. iFactor employees enjoy a number of perks, including half-day Fridays year round, a focus on healthy work/life balance, flexible work hours, great wellness programs and company breakfasts every Friday where the company sits around a table for a break over an amazing meal – a tradition that has been in existence since iFactor opened its doors in 2006.

25. YEPREMYAN LAW FIRM
Yepremyan Law Firm specializes in personal injury, business law, and immigration law. The firm has existed for over 20 years and has built itself based on a strong core team. The firm is very close knit and everyone treats each other like family. When there is a new hire, the entire team introduces themselves and has a conversation with the new person to make them feel at home. The team also likes to participate in activities in and out of work. Ideas are constantly shared among departments to create better productivity and efficiency. The environment is very professional, but allows for people to be themselves.
**BEST Places to Work**

**Four Tips to Creating a Great Work Environment**

_by Gail Schaper-Gordon, Ph.D._

Where I owned a Prius, I would drive 18 miles to get it serviced. There were plenty of service locations closer by, but I enjoyed the customer experience at one particular dealership so much, I was willing to make the drive.

Everyone at the dealership was friendly. They were always smiling. Some days they all wore Hawaiian shirts and made you feel as though you were a valued guest at a big, happy party. The joy of a great work environment is palpable to employees, to management and, most importantly, to customers. As a business psychologist and Chair of Vintage CEO peer advisory groups, I work with CEOs and companies to create this same level of success. What I have found over the years is that a good corporate culture is not difficult to achieve. It just requires clear communication, focused hiring practices and – on the right occasions – Hawaiian shirts.

1. **IDENTIFY YOUR COMPANY CULTURE.** A party atmosphere might be perfect for a car dealership, but for the manufacturer of aviation equipment, precision might be more valued. The dealerships, but for the manufacturer of aviation equipment, precision might be more valued. The dealership, but for the manufacturer of aviation equipment, precision might be more valued. The dealership, but for the manufacturer of aviation equipment, precision might be more valued. The dealership, but for the manufacturer of aviation equipment, precision might be more valued.

   As the leader and visionary, the CEO defines the company’s values, determines the company culture and then hires for that culture. The importance of getting corporate culture just right cannot be overstated. Years ago, I was brought in to consult with a law firm whose once-stellar workplace reputation had suddenly plummeted. I learned the firm had absorbed lawyers from competing organizations very quickly, without assessing those firms’ corporate cultures. While the growing law firm prided itself on a culture of collaboration and respect, many of the new hires came from more hierarchical organizations. A culture clash ensued, resulting in conflict and deep unhappiness. After identifying the issue and communicating the firm’s core values, they engaged in some team building and calling to get the organization back on track.

2. **DEVELOP INTERVIEW QUESTIONS THAT HELP YOU FIND THE IDEAL FIT.** There are three attributes companies usually look for when they hire: talent, experience and cultural fit. Not every candidate is going to possess all three, but many companies make the mistake of weighing experience above the other two. People with a lot of experience are like shiny objects. By allowing yourself to be distracted by a daunting CV, you might lose sight of the fact that the candidate is simply not right for your organization. If you want a workplace with good work culture, hire the talent to fit the culture. To find the right fit, develop interview questions based on your corporate culture. For example, ask job candidates how they would address different workplace situations. Do they say “I” a lot in their responses, or do their answers reference their entire team? How they answer will illuminate the candidate’s values and clue you in about whether they align with yours.

3. **SET EXPECTATIONS IMMEDIATELY.** Make explicit your values and cultural expectations during your interview and then reinforce those expectations when you hire. For instance, if your organization deeply values collaboration, let new hires know right away that the people they’re leading will be interviewed periodically about how well he or she coaches. By tying performance expectations and outcomes to your culture, you strengthen that culture.

4. **IF IT’S BROKEN, FIX IT.** If a person isn’t a good fit for a job, they will not be happy – and neither will anyone around them. In these situations, it is important to help people either transition into new roles at your company or find opportunities outside the company that make more sense for them. Here, again, clear communication is key. It’s not about them being “bad,” it’s about a bad fit.

None of the businesses on the Best Places to Work list got there accidentally. Intentional cultural alignment is the most important aspect of creating a great work environment. When you hire for corporate culture and reward for it, it will work for you, for your employees and for your customers.

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**VISTAGE**

Gail Schaper-Gordon is a Chair at Vistage Worldwide, a business performance and leadership advancement organization. She is also an organizational consultant, renowned business psychologist and entrepreneur. Over several decades, she has used her wide range of experiences to build successful executive teams and enhance performance for a wide range of organizations.

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**It’s easier than ever to find The Community of Business.**

** Ranked Top Ten Best Places to Work**

Designing sustainable buildings and resilient infrastructure is our business. Creating an outstanding work environment is our passion. That’s why we’re so proud to be recognized ninth in the medium company category of the 2018 Best Places to Work. This is the tenth straight year we’ve been ranked as one of the top companies in Los Angeles and we thank our employees for making P2S such an incredible workplace!

Our Divisions

- ENC: Engineering
- CX: Commissioning
- CM: Construction Management

www.p2sinc.com
Communicate Effectively with Your Staff

By BARTON GOLDSMITH, PH.D.

To understand how to effectively communicate in the workplace, you have to first understand some basic psychological truths about how we, as people, tend to communicate.

If we communicate to a person in the way they understand best, that communication will be accepted and the team member will respond faster and with more motivation. There are three types of communicators. The first are the Visuals, those people that take in and process information through their eyes. They also prefer to think, or rather visualize with their mind’s eye. To be effective with them, you need to use key words such as “look, see, picture,” etc. It is also valuable to give them printed or written materials to go along with what it is you are communicating. They prefer words that enable them to picture things.

The second type are Auditory communicators, these people use their hearing to develop understanding. They talk to themselves in words that their minds can listen to. They like words that help them hear things. When talking with them, use key words like “hearing, listening, sound,” etc. These people tend to process information quickly and are sometimes likely to respond before you have finished talking.

Kinesthetic, the third type, are feeling people. It doesn’t matter how things look or sound to them, it needs to feel right (not necessarily good). Still, others imagine things in terms of movement, feeling and action. The famous scientist Einstein used this kinesthetic type of thinking when he formulated his famous theory of relativity. Listen to how your team member communicates, they will use the key words for their type in normal conversation. After you have discovered how they communicate, speak with them in the same manner. It will greatly enhance your interactions.

To gain maximum interest, remember people are most interested in anything that has to do with them. This isn’t egotistical - it’s natural. Once you understand this, you can tailor your communications so that you receive maximum interest.

Listen to how your team member communicates, they will use the key words for their type in normal conversation. After you have discovered how they communicate, speak with them in the same manner. It will greatly enhance your interactions.

BE AWARE OF NON-VERBAL COMMUNICATIONS

Our senses shape our thinking. We remember and think about things as we saw, heard, or felt them. Some individuals and cultures stress one kind of thinking more than others do, though all cultures use all of them at one time or another.

You may not be sending the message you intend when dealing across cultures. You may be misinterpreting the sender’s message because of cultural differences. It is important to be aware of mixed messages and not make assumptions about the meaning of non-verbal communications.

Many people believe that when they speak, their words are the primary transporters of their thoughts. That’s just not the case. Become aware of nonverbal messages to harness your communication power.

DON’T LOSE IT

This final tip is one of the most powerful things you should NOT do. If you get angry, you lose. When you “lose it” in front of team members, their confidence is shaken and your credibility is undermined. If you start to get over-excited, take 20 minutes to cool off and then reconvene your meeting. It may help you to remember this quote by Thomas Jefferson; “Nothing gives one person so much advantage over another as to remain cool and unruffled under all circumstances.”

Dr. Barton Goldsmith is a keynote speaker, business consultant and author. Considered an expert on small business, he has spoken to audiences worldwide. He may be contacted through his web site BartonGoldsmith.com or at (818) 879-9996.

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Best Places To Work: What Today’s Employees Want

By BRIAN HEGARTY

What does it take to be an employer of choice and best place to work in today’s full-employment economy?

Across most industries in California, the answers are surprisingly similar based on MMA’s work with small- to mid-tier employers. The challenge for many is meeting the increasingly higher bar due to competitive pressures to attract and retain the best employees.

The following is an overview of winning compensation and benefit strategies in today’s marketplace.

✓ COMPENSATION THAT IS GOOD – VERY GOOD. Attractive pay is the attention-grabber that motivates candidates to look more closely at your firm. What is “attractive” compensation? Firms that tend to pay above market median in total compensation do the best. A company’s approach to salary increases can also make a decisive difference. Over the past decade, salary increase budgets have been relatively constant at 3% to 5%. At the same time, annual turnover has been consistent at 14% to 18%. Having a good process to identify and reward the top-performing employees can go a long way to retaining your most valuable people.

✓ EMPLOYEE HEALTH AND BENEFITS THAT COVER ALL THE BASES, BUT AREN’T TOO ONEROUS IN TERMS OF CO-PAYS. Due to the rising cost of health care, employers are placing a high priority on coverage. That means medical, dental and vision plans that cover themselves and their dependents.

✓ RETIREMENT BENEFITS THAT HELP EMPLOYEES GET AHEAD. With defined pension plans a thing of the past, employees are drawn to organizations with employer-funded retirement programs, such as 401k or 403b plans. Those organizations with an employer contribution, which are increasingly common have a better chance at recruiting employees.

✓ EQUITY PARTICIPATION TO BENEFIT FROM THE COMPANY’S SUCCESS. Stock options, restricted stock awards and employee stock purchase programs are some of the reasons why so many people head to technology and biotech firms. They can offer opportunities to generate wealth. Companies that offer equity ownership in some form have a greater draw in recruiting employees.

✓ A WELL-DEFINED CAREER PATH. Increasingly, employees are looking for a clear career path that includes professional development, training and mentorship. Top performers have many options to go elsewhere. Forward-thinking employers are making a commitment to their best employees to preempt them from looking elsewhere.

✓ A POSITIVE AND INCLUSIVE COMPANY CULTURE/BRAND. Younger professionals in particular want work-life balance and prefer employers that are trying to solve the world’s problems. They want to be part of the solution, not the problem. Employers also want to work for employers who respect gender and racial diversity and demonstrate it in their hiring practices.

✓ HELP MANAGING STUDENT LOAN DEBT. Student loan repayment programs are among the hottest new employee benefits. With the average borrower taking on $26,500 in debt for a bachelor’s degree – and six-figure debt for professional degrees for doctors and lawyers – employers that help employees pay down student debt have a clear advantage in the marketplace.

✓ COMPREHENSIVE WELLNESS PROGRAMS. More employers are providing on-site medical clinics for health check-ups or flu shots because they keep their workers healthy and fit. These programs include telemedicine offerings; free, same-day prescription delivery; on-site therapies and massages; and spaces where employees can take a mental break – sleep pods, relaxation rooms, and game and arcade rooms.

✓ SUPPORT FOR CAREGIVERS. The majority of caregivers are women, and about two-thirds will work or take unpaid leave. According to AARP, each caregiver costs a company $2,500 per year in lost productivity. Recognizing that more support is needed beyond paid maternity/paternity leave, employers are providing programs to help employees care for family members. Among them are on-site day care or subsidized childcare service and on-site nursing/mother rooms; work-from-home and flexible schedules; and financial coaching and budgeting assistance, including short-term loans repaid through payroll deductions.

✓ FAMILY PLANNING BENEFITS. Many employees tend to put their careers ahead of everything else, but when they start a family, they may look to their employers for assistance. High on the list of new benefits are fertility treatments, which can be very expensive. To offset that cost, some employers are offering fertility treatments through a direct reimbursement model. Reimbursement for adoption services is another popular benefit. Because the process can be so difficult and costly, employers are offering direct reimbursement for qualifying expenses. Some of the expenses include adoption fees, court costs, attorney fees, traveling expenses and other expenses incurred in the legal adoption of a child.

✓ INNOVATIVE NEW BENEFITS THAT HELP OVERWORKED EMPLOYEES. Employees that are totally focused on work often need help in other aspects of their lives. Employers are trying to ease the burden by providing on-site or pick-up laundry service, free meals, healthy snacks, and grocery delivery services. Employers are realizing that refreshed, less-harried employees are more productive.

✓ FLEXIBLE VACATION AND PAID-TIME OFF. A growing number of companies are offering unlimited vacation time – a benefit that often sounds better on paper than it is in reality. Whether an employee can take as much time off as they want doesn’t matter. Unlimited vacation is another attention-grabbing benefit for employees who seek work-life balance.

MMA is a proud sponsor of the LABJ Best Places to Work Event. Learn how Marsh & McLennan Agency can help you put together a strong compensation plan and benefits program that will attract and retain talent at MMA-West.com.
Making Culture Count: Building a Unified Team in an Acquisition

By KEN SIEGMAN

A t West Monroe Partners, we believe that delivering the best results for our clients depends on investing in and nurturing the talent that makes it all possible. The first tenant of our values is “people first” — and, since day one, our leadership has focused on doing right by its people.

To be most impactful, any policy or process change must be rooted in a strong focus on people and culture. This truth is most apparent during times of change, and there is no instance of greater change than during a merger or acquisition, when combining two organizations, two ways of operating, and two cultures.

Acquisitions are an important part of our business and growth strategy. West Monroe has made four significant acquisitions in the past several years—including one last year in Los Angeles, when we welcomed CAST Management Consultants to our team. The acquisition nearly doubled the size of our Los Angeles office, bringing tremendous change both for our new team members and our existing employees. To make this acquisition successful, we knew we had to consider our culture and our people throughout the deal process—from diligence through integration.

INCLUSION IS THE KEY TO REALIZING YOUR ACQUISITION’S VALUE

As the Los Angeles office leader, making the team from CAST feel included — as rapidly as possible — was one of my top priorities. When employers immediately feel like part of their new organization, they are more likely to stay and thrive, and when employees stay, the client relationships they brought with them are also more likely to remain with the firm. That feeds a growing, profitable business.

Ignoring inclusion can lead to the development of an “us versus them” mentality that prevents true team integration and erodes trust over time. It can also lead to poor adoption of operational practices, particularly when acquiring a smaller firm that may not be accustomed to processes of a larger company. These issues can lead to loss of productivity, poor morale, lack of engagement and eventually, attrition and slower growth.

BEFORE YOU SIGN, CONDUCT A CULTURAL DILIGENCE

Our culture is our single biggest differentiator in the market, both as an employer and as a service provider. When we consider an acquisition, cultural fit is one of our most important areas of due diligence.

What does a cultural diligence entail? We look at the people, roles, and types of jobs at the target organization to see how well they match with our roles. We look at travel and work-life balance expectations. We look at the types of work people do to ensure they will continue working on similar strategic initiatives.

Perhaps most importantly, we look at the expectations for spending time on team and culture development in their organization. If a target company’s employees spend 100% of their time on client delivery and no time on continuous improvement, we know it will be a tough transition to our employee-owner culture where we expect everyone to serve clients and contribute to building the company.

IT DOESN’T STOP ON DAY ONE: TIPS FOR SUCCESSFUL CULTURAL INTEGRATION

Strong cultural fit is an important foundation — but the work doesn’t stop when new team members arrive at their new desks. Integration is an effort that requires a thoughtful, inclusive approach. Here are several lessons I took away from our recent acquisition to help ensure new colleagues feel included within our organization.

• Be careful with words. Most importantly, avoid “us” and “them.” For example, it doesn’t feel inclusive when we talk about “their” clients and “their” people, or when employers are introduced using their previous company name (“This is Jim from CAST”).

• Integrate new colleagues rapidly into existing work. The faster we can move beyond introductions to working together in the trenches, the more included our new colleagues feel and the less attrition we experience. Make sure to include new team members into team activities right away — for example, we asked one of our new senior managers to help develop materials for a quarterly company meeting shortly after the deal closed. This was a great way for him to build relationships while getting a crash course in our business and culture.

• Be thoughtful in navigating people through change. Making sure team members understand even the little things, like how to report time and expenses, makes a tremendous difference as we look to run a fun and profitable business. We assigned each team member a transition coach to help them navigate their new norms and serve as a sounding board.

• Show an openness to listen and willingness to take on different things. We haven’t cornered the market on good ideas. The firms we’ve acquired are successful for a reason, and chances are they do some things better than us — and we can benefit by listening to new ideas. For instance, CAST produced a regular newsletter to inform their clients of market trends and the latest financial services news. We’ve since adopted the newsletter and expanded the audience to our joint client base.

THE BOTTOM LINE: PAYING ATTENTION TO PEOPLE PAYS OFF

As a consulting organization, we are a numbers-driven group. When we integrate a new organization into ours, we measure client retention, attrition, and profits. But, we also need to consider and take responsibility for the “softer” side of our business. If we do that well, the numbers will follow. At West Monroe, we’ve already reaped the rewards with our recent acquisition — we’ve collaborated on winning pursuits, integrated our project teams, and even volunteered together.

In the current business environment, it is likely that most organizations will navigate a merger or acquisition. Going into a transaction with a healthy respect for how we can include our new colleagues can go a long way toward successful integration and ultimately allow us to achieve the goals we set forth.

Ken Siegman is a managing director with West Monroe and a member of the executive team. He founded and leads the firm’s Los Angeles office, in addition to overseeing the West Coast Financial Services practice.
People Helping People: The Embodiment of a Great Place to Work

At Cydcor, a leader in outsourced sales, service, and technology solutions, team members proudly refer to their company as a “people helping people” business. This is an idea woven throughout the fabric of Cydcor’s values, its business operations, and its corporate culture. Cydcor lives up to this fundamental principle by connecting customers with products and services they need, helping clients achieve their revenue goals, championing team members’ continued development and growth, cultivating a passion for community service, and aiming its employees with the tools, resources, and benefits they need to achieve, succeed, and thrive.

DESIGNED FOR PEOPLE

The company headquarters, located in Agoura Hills, facilitates human interaction with open workspaces, large transparent conference rooms, multiple outdoor courtyards, and a vast employee kitchen and lounge aptly referred to as “The Heart.” Cydcor employees flock to The Heart to enjoy the plentiful free coffee and snacks, cereal bar, pool table, and cozy gathering spaces where they can meet to brainstorm, or just share stories about their weekends. The airy workspace also boasts a fully equipped employee fitness center.

But the company’s stunning workspace is just a bonus for Cydcor team members, who say it is the company’s emphasis on developing its people that drives them to work harder, be their best, and deliver results on behalf of Cydcor’s clients.

DEVELOPING FUTURE LEADERS

Cydcor, named nine times to the LA Business Journal’s Best Places to Work in LA, including in 2018, offers a comprehensive employee development program that spans goal setting, one-on-one coaching, leadership training courses, free online learning resources, and more, all designed to encourage and empower team members to reach their professional goals. Managers are invested in the success of their team members, helping them build on their strengths, work to overcome weaknesses, and map out what is required to develop in their careers. Team members at all levels are invited to attend leadership and development workshops on topics ranging from effective communication and public speaking, to time management and conflict management. Cydcor maintains an open-door policy as well, that welcomes collaboration and reaching out to leaders and other teammates for support when needed. Team members feel they have a network of passionate and knowledgeable co-workers with them at all times.

CONNECTING PEOPLE BEHIND SHARED GOALS

Cydcor prides itself on fostering a culture of inclusion and unity that helps team members build and grow connections with their colleagues. Departmental teams plan frequent team-building events to escape rooms, paint nights, dinners on the town, and more. Twice yearly, all-company meetings bring the entire team together for networking, development, collaboration, and opportunities to reflect on company goals and its plans for the future.

PEOPLE HELPING THE COMMUNITY

Team members may take advantage of the company’s paid volunteer day benefit to serve the local community while gaining some valuable lessons in servant leadership. The paid service day is just one of the many ways Cydcor encourages its team members to engage with the community. Since 2010, the company has partnered with Operation Smile, a volunteer-based organization that provides free, life-saving reconstructive cleft lip and palate surgeries to children in need. Through its yearly Day of Smiles and other fundraising events throughout the year, Cydcor has helped raise nearly $1,000,000 for Operation Smile, enough to heal more than 4,000 smiles.

In addition to its support of Operation Smile, the company also holds blood drives, organizes fundraisers on behalf of an orphanage in Belize, creates Thanksgiving care packages for a local food bank, and invites team members to mentor local high school students. The company believes that by contributing to the welfare of both the local and global communities, team members learn valuable leadership skills that help them become even better contributors to the Cydcor community as well.

CARING FOR CYDCOR’S PEOPLE

Cydcor also supports its internal community by ensuring team members have the tools and resources they need to manage their personal, financial, and mental health needs. The company offers a robust suite of benefits including vision, dental, and multiple health coverage options, 401(k) flex accounts, Lifeworks counseling resources, and more.

Team members, managers, and leadership alike wholeheartedly embrace the idea that Cydcor’s success depends on its people and their passion for serving and helping others achieve their goals. The company culture is one where every individual sees it as his or her duty to mentor, serve, and support their colleagues, customers, clients, and community. At Cydcor, “people helping people” isn’t just a catchy motto. It is at the heart of how we do business.

Information for this article was provided by Cydcor. To learn more, visit Cydcor.com.

HR Professionals Indicate Recognition Programs Have Positive Impact on Retention and Recruitment

Employees seeking to improve retention and recruitment efforts may want to look to their employee recognition programs for assistance.

In a recent survey by the Society for Human Resource Management (SHRM) and Globoforce, a leading provider of social recognition and continuous performance development solutions, the majority of human resource professionals said that recognition programs have a positive impact on retention and recruitment, two of the top current HR workforce challenges.

In the survey, “Using Recognition and Other Workplace Efforts to Engage Employees,” 68 percent of HR professionals agreed that employee recognition has a positive impact on retention and 56 percent said such programs also help with recruitment.

While employee recognition (cited by 92 percent of respondents) was the most common type of workplace program, organizations offered a variety of programs to influence workplace culture. Others were health and wellness (50 percent) and learning and development (48 percent), according to the findings. In addition, 67 percent of HR professionals said their organization helps employees celebrate life events such as having a child, birthday or retirement.

Findings from the survey also indicate that employee recognition programs should be tailored to the organization to have the most positive impact. Programs are rated more highly by HR professionals when they are integrated with the organization’s talent strategy and are aligned with organizational values.

“Rewarding employees for performance that reinforces organizational values and contributes to the organization’s overall business goals can help engage employees and create a purpose-driven culture,” said Tanya Mulvey, SHRM researcher. “While monetary investment is also important, the research found it had a more positive impact when recognition was core to the organization’s talent strategy.”

The survey also asked HR professionals about performance reviews, finding that 71 percent of respondents conducted annual performance reviews. However, HR is more likely to agree that reviews are a more accurate appraisal of an employee’s work when they are conducted semiannually or more often. HR professionals were nearly twice as likely to agree their organization’s performance reviews were accurate when reviews were ongoing (80 percent) compared with being conducted on an annual basis (46 percent).

The survey polled 738 randomly selected SHRM members who hold a title of manager or above and are employed at organizations of 500 or more employees. Conducted from September 27 to October 18, 2017, the survey has a margin of error of plus or minus 4 percentage points.

Also of interest, SHRM’s recently released Science-to-Practice Series on Performance Management offers guidance on how to design and implement practical performance management.

The Society for Human Resource Management (SHRM) is the world’s largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 555 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.

To learn more, visit shrm.org.
### LARGE COMPANIES (250 or more employees)

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<td>Jason Cohen and Brett Cusack, Co-Presidents</td>
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<td>Jason Cohen and Brett Cusack, Co-Presidents</td>
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<td>1653</td>
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<td>216</td>
<td>Carly Osepuck, Director Manager</td>
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<td>Bent Decourt, Executive Vice President, Western Region</td>
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<td>Radoslav Gabrilo, Managing Director</td>
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<td>David Wolff, Office Managing Director, Southern California</td>
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<td>David Mack, Executive Vice President</td>
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<td>Doug Buex, CEO</td>
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<td>Dave Little, President — Pardee Homes, President/SVP</td>
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### MEDIUM COMPANIES (50 to 249 employees)

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<th>Rank</th>
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<th>Corporate Web site</th>
<th>Company overview</th>
<th>Total # of US employees, full and part time*</th>
<th>Top executive, title</th>
<th>Total # of LA employees, full and part time*</th>
<th>Top local executive, title</th>
<th>Percentage of employees in LA • female • male</th>
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<td>Phil Koosed President</td>
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<td>Phil Koosed President</td>
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<td>83</td>
<td>Jason Hughes Chairman, CEO and Owner</td>
<td>16</td>
<td>Jason Hughes Chairman, CEO and Owner</td>
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<td>3</td>
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<td>Construction</td>
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<td>John Cerveto CEO</td>
<td>29</td>
<td>Paul Devore Director of Los Angeles</td>
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<td>Charles Anderson CEO</td>
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<td>Ghydi Koepf Chief Executive Officer</td>
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<td>Ben Kirtinez CEO</td>
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<td>58</td>
<td>Karen Murphy O’Brien Chairman &amp; CEO</td>
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<td>Louise Beller Principal</td>
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<td>Abbey Thomas CIO</td>
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<td>Michel Wey CEO</td>
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<td>Tom Bolony CEO</td>
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<td>Ryan Peterson CEO</td>
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<td>Oskarita Romos CEO</td>
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<td>Scott Leland President, CEO</td>
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<td>Richard Lee CEO</td>
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### SMALL COMPANIES (15 to 49 employees)

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<th>Rank</th>
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<th>Company overview</th>
<th>Total # of US employees, full and part time*</th>
<th>Top executive, title</th>
<th>Total # of LA employees, full and part time*</th>
<th>Top local executive, title</th>
<th>Percentage of employees in LA = female • male</th>
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<td>David Cocke, President</td>
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<td><a href="http://www.provenrecruiting.com">www.provenrecruiting.com</a></td>
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<td>Ingram Loomer, Co-Founder and Co-CEO</td>
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<td><a href="http://www.westlosangeles.nm.com">www.westlosangeles.nm.com</a></td>
<td>Insurance (non-healthcare)</td>
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<td>Juan Baron, CFP, CLU, ChFC, Managing Director</td>
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<td><a href="http://www.kordentdesign.com">www.kordentdesign.com</a></td>
<td>Architect &amp; Engineering</td>
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<td>Richard Sibley, President</td>
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<td><a href="http://www.blazepr.com">www.blazepr.com</a></td>
<td>Advertising/Public Relations/Marketing</td>
<td>16</td>
<td>John Oates, CEO / Chairman</td>
<td>19</td>
<td>John Oates, CEO / Chairman</td>
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<td>Virginia Kay Mansour, President</td>
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<td>Virginia Kay Mansour, President</td>
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<td><a href="http://www.pray.com">www.pray.com</a></td>
<td>Technology</td>
<td>26</td>
<td>Steve Gates, CEO</td>
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<td>Sydney Gaunt, CEO</td>
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<td>Harry Nelson, Managing Partner</td>
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<td>Bruce Holness, President</td>
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<td><a href="http://www.globalservices-wtr.com">www.globalservices-wtr.com</a></td>
<td>Consulting</td>
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<td>Lynn Melson, CEO</td>
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<td>Lynn Melson, CEO</td>
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<td>Advertising/Public Relations/Marketing</td>
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<td>Britt Kuhns, President, General Manager</td>
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<td>Francisco Marentes, Managing Partner</td>
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<td>Francisco Marentes, Managing Partner</td>
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<td>Joseph Aghobab, CEO</td>
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<td>Charles Murphy, President</td>
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<td>Masuero O’Gara, Managing Partner</td>
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<td>Keith W. Dean, Managing Partner</td>
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<td>Adrian J. Adams, CEO and Managing Partner</td>
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<td>John Scholfield, CEO</td>
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<td>Thomas Rowe, President</td>
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<td>Thomas Rowe, President</td>
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<td>Ifactor</td>
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<td>Engineering</td>
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<td>Brittany Enstrom, CEO</td>
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AT THE EVENT

1. Peter Burke (Best Companies Group), Diamond Sponsor
2. Danone Simpson (Montage Insurance Solutions), Platinum Sponsor
3. Brian Hegarty (Marsh & McLennan Agency)
4. Hughes Marino (Hughes Marino), #2 Best Medium Company
5. Swinerton (Swinerton), #9 Best Large Company
6. Alston & Bird (Alston & Bird), #2 Best Large Company
8. Vistage (Vistage), Platinum Sponsor Dr. Gail Schaper-Gordon, #3 Best Large Company
9. Build Group (Build Group), #3 Best Small Company
10. Cydcor, LLC (Cydcor, LLC), #40 Best Medium Company and Silver Sponsor
11. Miracle Mile Advisors (Miracle Mile Advisors), #2 Best Small Company
12. The PENTA Building Group (The PENTA Building Group), #3 Best Medium Company
13. Proven Recruiting (Proven Recruiting), #3 Best Small Company
14. Miracle Mile Advisors (Miracle Mile Advisors), #2 Best Small Company