Creating great jobs
Companies load up on perks to keep employees happy
Dignity is: celebrating the best in others

Dignity Health is proud to be a sponsor of the 2012 Best Places to Work in the Valley Awards Luncheon.

As one of the nation's leading hospital networks, Dignity Health is committed to excellent care, delivered with compassion for all in need. Our healing philosophy serves not just our patients, but our staff, our communities, and our planet. In each of our three Arizona facilities, you will find an inclusive environment where employees feel welcome and inspired to learn from one another.

Congratulations to all of the organizations being honored this year as a Best Place to Work in the Valley. We share your commitment to excellence at work and in life.

To learn more about Dignity Health and our current opportunities, visit www.chandlerregional.org, www.mercygilbert.org or www.stjosephs-phx.org

Dignity Health in Arizona is:

- One of the “2012 100 Best Arizona Companies of the Past Decade that Shaped Arizona,” recognized by BestCompaniesAZ
- One of the “2012 Top 25 Workplaces for Women,” honored by AZ Magazine
- One of “The Valley’s Healthiest Employers 2012” recognized by the Phoenix Business Journal
- One of the “2012 Start! Fit-Friendly Company (Platinum Level),” honored by the American Heart Association
- One of “Arizona’s 100 Largest Employers 2012” recognized by The Arizona Republic
Employers, you face many challenges. They include surpassing your competitors, utilizing the latest technology, and most importantly, hiring and retaining top talent. Mountain States Employers Council (MSEC) is pleased to support the Phoenix Business Journal as a presenting sponsor of the Valley’s 2012 “Best Places to Work” awards to recognize those outstanding employers who put forth their best efforts in retaining talent and building extraordinary workplaces.

As a regional leader in helping companies manage employee/employer relations since 1939, MSEC understands the task of attracting, retaining and motivating key employees is the critical success factor in today’s competitive environment. We applaud this year’s nominees and congratulate all award winners as determined by one of the most important audiences - your own employees.

We salute you for recognizing that in today’s difficult economy, now is precisely the time to invest in employee training, leadership development, and creating an engaged workforce. In this day and age, these elements can mean the difference between companies that thrive and those that simply survive.

MSEC joins you in celebrating the many different faces and names in your workplace who have contributed to you becoming one of the Valley’s Best Places to Work. Thank you for being a model of success for the business community.

Sincerely,

Defining perks
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Professional Employee Solutions puts employees first. 43

Best Places Lists
See who ranks in different categories. 24, 30, 38, 45

PHOENIX BUSINESS JOURNAL
phoenix.bizjournals.com

December 7, 2012

Best Places are Smart Places

SCF Arizona is pleased to be a premiere sponsor for “Best Places Are Smart Places,” because as the state’s largest provider of workers’ compensation insurance and an advocate for Arizona business, we know the statement to be true.

Your attendance at this event means you are recognized as a Best Places to Work, which brings to your company a unique and elite designation for which you should be excited and full of pride.

Best Places to Work is more than a title. It indicates your company is a leader in setting a tone, environment and culture that your employees embrace. Winning this recognition signifies that your employees recognize that you care about them and that you show it every day.

Your company is an important part of Arizona’s business landscape. With the Best Places to Work honor, you add to the success of our state’s economy.

On behalf of SCF Arizona, let me congratulate you, not just for being a Best Places to Work, but also for being a Smart Place to Work.

Respectfully,

Don Smith
President & CEO
SCF Arizona

On behalf of Chandler Regional Medical Center, Mercy Gilbert Medical Center and St. Joseph’s Hospital and Medical Center, congratulations on being named a 2012 winner of The Best Places to Work in the Valley!

Your commitment and dedication to making your business a great place to work not only elevates your organization, it elevates Arizona as a whole and will help attract new businesses and economic opportunities to our state.

In today’s financial climate, organizations must become more innovative in creating a rewarding work environment and recognizing employees. You are helping to set the bar.

Thank you for your dedication to your workforce and for adding value to our community. We applaud your efforts and wish you continued success.

Sincerely,

Linda Hunt
Senior VP of Operations and President/CEO
Dignity Health Arizona

Dignity Health.
Chandler Regional Medical Center
Mercy Gilbert Medical Center
St. Joseph’s Hospital and Medical Center
Finding a happy medium
Employee engagement helps companies select the right benefit programs

BY JENNIFER A. JOHNSON | Contributing writer

Fast-growing Phoenix companies have a unique challenge in keeping employees happy and healthy. As companies grow, they are challenged to control costs, attract and keep talented workers, boost productivity — and most importantly, keep employees happy and engaged. An analysis by the Gallup Organization found that unhappy employees cost the American economy up to $350 billion a year. Furthermore, there’s a strong relationship between happy employees and great benefits.

Overwhelmingly, companies say active engagement with their employees plays a big role in determining which benefits will make their employees happiest.

“We do that by making sure we have really great, open lines of communication,” said Kym Adair, marketing and business development director at Nova Home Loans.

Happy employees are more likely to work for companies with fewer than 100 people, according to a study conducted by Delivering Happiness at Work*, a consultancy co-founded by Zappos CEO Tony Hsieh.

Nova Home Loans, for example, surveys employees each year to help prioritize which benefits are important to its workers. The human resources department also makes an effort to implement employee suggestions. Some suggestions, such as offering pet insurance, can be costly while others, such as celebrating employee birthdays with a card, cost very little.

“We would love to offer work from home days,” Adair said. “But that doesn’t work with our business model.”

Nova Home Loans found employees love participating in community charity events and volunteer opportunities. Executives also are engaged in every region and fly to employee parties in other states to stay engaged. Tailgates, charity event tickets, giveaways and sporting tickets also go a long way toward making employees happy. Adair says.

Other Nova Home Loan perks, such as offering payday advances and small loans to employees help employees and their dependents make better choices about how they are running the organization, Tomlon said.

Employees at The Core Institute have zero out-of-pocket costs when they receive care at its facilities, said COO Eric Tomlon.

Tomlon said benefits emphasize access to health care and overall wellness. Employees have access to a wellness program that promotes healthy living, especially maintaining a healthy weight and blood pressure.

“There are a lot of different ways to stay current, and to create better benefits and perks, but frankly it starts with an organization’s desire to do that,” he said. “We have made that commitment to our employees.”

To keep employees engaged in the company’s direction, the institute implemented employee-staffed councils to give feedback to the management team on how they are running the organization, Tomlon said.

“It takes a lot of our time,” Tomlon said. “But we want our employees to feel they have a voice. Employees at Ulthera Inc. have access to a wellness room stocked with fruit, protein powder and blenders for making smoothies. Flexible schedules, lockers and showers make it easier for employees to fit in a workout during the day.

“Not being as rigid allows people to make better choices about how they are taking care of themselves,” said Stacie Mullen, Ulthera’s vice president of human resources.

Ulthera employees also have access to a unique perk: free Ultherapy, the company’s ultrasound treatment that can lift and tighten facial skin and muscles. The average treatment cost is about $3,500. Mullen estimates about 90 percent of Ulthera employees have tried it.

Employees also receive options when they are hired, creating an ownership culture where everyone is financially vested in the success of the company, Mullen says.

“It’s an open, collaborative place to be,” she said. “There is nothing better than wanting to go to work each day.”

Ulthera employees have access to free Ultherapy, the company’s ultrasound treatment that can lift and tighten facial skin and muscles.

Nova Home Loans promotes camaraderie by giving employees the opportunity to play on the company’s softball team during their off hours.

Ulthera employees enjoy Ultherapy, the company’s ultrasound treatment that can lift and tighten facial skin and muscles.
The cost of retention

From tailgating parties to butterfly releases, perks are part of Best Places to Work culture.

BY CHRISTOPHER LEONE | Phoenix Business Journal

Business angling to be a landing and retention spot for good employees are learning to deal with the higher cost of perks.

Perks run the gamut from health care coverage and retirement plans to the elaborate such as facility rentals. And although costs have increased, many businesses say it’s not just about retaining employees but developing a good corporate culture.

“The culture that we’re trying to create is one of flexibility,” said Lari Braun, human resource director at Henry & Horne LLP, a mid-size accounting firm. “We like to give lots of flexible choices, but because of our size we have to be concerned about costs.”

It’s not just health care where costs have risen for employers. The cost of retirement plans, day care and tuition reimbursement have increased steadily from an average of $3.86 per hour in the second quarter of 2004 to $5.59 per hour in second quarter of 2012, according to the U.S. Bureau of Labor Statistics data for the Mountain region, which includes Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

Those extras have grown significantly more than legally required benefits, which increased by 17 percent during that same time frame. Wages and salary grew 3 percent over the same period.

Despite the increase, many companies, particularly those who landed on this year’s Best Places to Work list, have continued to focus on adding new perks.

The Hotel Palomar Phoenix uses its annual employee opinion survey to solicit suggestions for new benefits.

EMPLOYEE COMPENSATION

Break down of employee compensation cost per hour:

<table>
<thead>
<tr>
<th>Perks</th>
<th>Legally required benefits</th>
<th>Wages and salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q2 2004</td>
<td>$24.00</td>
<td>$15.53</td>
</tr>
<tr>
<td>Q2 2012</td>
<td>$26.24</td>
<td>$18.08</td>
</tr>
<tr>
<td>Change 44.8%</td>
<td>Change 17.4%</td>
<td>Change 33.4%</td>
</tr>
</tbody>
</table>

It recently began offering Quit for Life, a smoking cessation program, as a result of last year’s survey, said Kendall Dunn of Kimpton Hotel & Restaurant Group, which owns the hotel.

Dunn said she worked at the FireSky Resort and Spa for 17 years, but had not seen new benefits until Kimpton purchased FireSky seven years ago. That is when new benefits started being added, Dunn said.

Bonneville Media Phoenix, parent company of three local radio stations including KTAR, has added a pension plan that requires no employee contribution. On top of a regular 401(k) plan, Bonneville’s pension plan kicks-in after an employee is with the company five years.

“That’s a huge perk,” said Connie Drushel, the company’s human resource director.

Drushel said Bonneville also tries to do something fun with the employees each month. Last month it had a tailgating party with food provided by the company. On leap day, employees collected leap frogs stashed throughout the office to win prizes, Drushel said.

“Just something real simple,” she said. “It’s not necessarily super costly.”

The Desert Botanical Garden offers a unique perk. Every employee is offered a one-time use of the DBG facility for his or her personal event.

“If you’re looking to get married ... we have a free facility rental” for our employees, said Desert Botanical Garden spokeswoman Adrienne Encinas.

An on-site community garden that helps the Desert Botanical Garden fulfill its mission to educate and give back to the community has become an employee perk.

The garden also allows employees to attend butterfly release events for free, Encinas said.

At Henry & Horne, Braun said one way the company reduced costs was to educate accountants about the cost of health care decisions. Braun was shocked several years ago when she learned how many employees used the emergency room for non-emergency services.

“I don’t think they really understood exactly what it cost,” she said.

After flexibility, the next most popular perk is the chocolate drawer, Braun said.

“My goodness if ours is empty ... we’re going to hear about it.”

If only there was a place an employer could turn to get reliable and timely HR service, knowledge, coaching, and training.

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To view a short video about MSEC, go to MSEC.org/aboutmsec.
Dropping by a local QuikTrip Corp. gas station or convenience store is sure to elicit more than a few greetings from the staff.

The Tulsa, Okla.-based company, which has numerous locations in the Phoenix area, focuses on customer services and training, which largely explains its steady growth and recognition as one of the best places to work, said Personnel Manager Dan Balenti.

“It comes down to the training,” he said.

This year QuikTrip was selected as the Best Place to Work for 2012 among extra large companies. On Nov. 1 it celebrated the opening of its 100th Arizona store. The first QuikTrip in Arizona opened in May 2000 at Camelback Road and 27th Avenue. As of November, it operated 16 stores in Tucson and 84 in the Phoenix metropolitan region.

QuikTrip provides gasoline and a variety of competitive food items in large, state-of-the-art, high-volume stores.

It planned to unveil its third-generation store in Tucson late in November. It will include a barista counter for customers to create their own coffee drinks among other improvements.

“We’re plenty profitable in the (second generation stores),” said Balenti, who will have been with QuikTrip 25 years in May. “But you don’t want to become stagnant.”

A pair of former junior high school classmates, Bert Holmes and Chester Cadieux, started QuikTrip in Tulsa in 1990. The company now operates more than 600 stores in 11 states with combined revenue of more than $10 billion a year, according to its website. The company still is privately owned. Cadieux’s son, Chet, became president in 2002. Both founders were members of the board as of November 2012.

The company has been ranked in the top lists of Best Places to Work for several years, much of it having to do with its treatment of employees. Full-time, in-store employees get a minimum two weeks of training when they’re hired, followed by monthly meetings with the manager. Ongoing customer service training and incentives also figure into an employee’s weekly routine.

QuikTrip’s Customer Service Appraisal program rewards employees with a financial bonus based on individual customer service levels as well as that of their team’s.

Mystery shoppers visit all QuikTrip’s stores to measure customer service. The stores are shopped weekly so everyone is given a chance to win the CSA bonuses, Balenti said.

On top of bonuses, every year QuikTrip takes 20 of its in-store employees who have met customer service goals on a one-week trip to a resort. This year those employees got an all-expense paid trip to Hawaii. Last year they went to a resort in Mexico, Balenti said.

Everyone begins their career with QuikTrip on the frontlines, said Balenti.

“We don’t hire any managers off the street,” he said. “Everybody starts out in the stores ... and then works their way up.”

The average tenure of a QuikTrip manager is 15 years. The turnover rate for its full-time employees is 11 percent, Balenti said.

When it comes to benefits, “you name it, we try to accommodate,” Balenti said. After an employee is with the company five years, QuikTrip covers 100 percent of their health insurance premiums. There is tuition reimbursement, short and long-term disability insurance along with many other benefits.

In addition, there is something Balenti calls the “partial shift program.” QuikTrip started it a few years ago to accommodate employees who needed additional time off. As long as extra help is available, employees can take a day off without having it hit their vacation time or sick days, Balenti said.

In the end, what it comes down to is “good attitudes and hard work,” he said.

Christopher Leone
| Phoenix Business Journal
2. SCOTTSDALE INSURANCE COMPANY

PHONE: 800-423-7675
WEB: www.scottsdaleins.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Mike Miller, president and COO
EMPLOYEES: 1,024
MINORITY EMPLOYEES: 309
COMPANY INDUSTRY: Insurance
COMPANY MISSION: Scottsdale Insurance Co. provides its customers with exceptional experiences based on mutual respect and trust.
TOP 3 PERKS: Free underground parking; paid time off for volunteering; onsite massage services.

3. PETSMART INC.

PHONE: 623-587-2075
WEB: www.petsmart.com
HQ: Phoenix
TOP LOCAL EXECUTIVE: Bob Moran, chairman and CEO
EMPLOYEES: 50,000 total; 3,500 in Arizona,
including corporate headquarters of 1,200 employees
FEMALE EMPLOYEES: Would not disclose
MINORITY EMPLOYEES: Would not disclose
COMPANY INDUSTRY: Retail
COMPANY MISSION: PetSmart’s goal is to provide lifetime care for every pet, every parent every time.
TOP 3 PERKS: Every Friday is bring your pets to work day; volunteer hours to work in key community activities, including its own charities and rescue wagon; on-site child care

4. PAYPAL

PHONE: 480-862-8600
WEB: www.paypal.com
HQ: San Jose, Calif.
TOP LOCAL EXECUTIVE: Mark Rohrwasser, vice president, site operations
EMPLOYEES: 1,500
FEMALE EMPLOYEES: 756
MINORITY EMPLOYEES: 122
COMPANY MISSION: PayPal allows members to send money without sharing financial information, with the flexibility to pay using their account balances, bank accounts, credit cards or promotional financing.
TOP 3 PERKS: State-of-the-art fitness centers at both locations; company paid four-week sabbatical after 5 years of service; Scottsdale location has five electric vehicle charging stations and Chandler a new cafe

5. EDWARD JONES

PHONE: 480-337-2000
WEB: www.edwardjones.com
HQ: Tempe
TOP LOCAL EXECUTIVE: Dave Long, principal
EMPLOYEES: 1,024
FEMALE EMPLOYEES: 579
MINORITY EMPLOYEES: 445
COMPANY MISSION: Edward Jones works as an advocate for serious, long-term individual investors.
TOP 3 PERKS: Limited partnership offering in early 2012, means Edward Jones is owned by about 14,000 limited partners and 362 general partners, nearly half of all associates; built-in flexibility of running their own businesses and providing a culture of work-life balance; leaders are authorized to do the right thing to help associates navigate personal difficulties

6. DISCOVER FINANCIAL SERVICES

PHONE: Would not disclose
WEB: www.discoverfinancial.com
HQ: Riverwoods, Ill.
TOP LOCAL EXECUTIVE: Would not disclose

CONTINUED ON PAGE 22
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Rising tide of satisfaction
The Phoenician offers many ways for associates to shine

BY DEBRA GELBAEKT | Contributing writer

The people who work at The Phoenician Resort in Scottsdale will tell you they are part of a family.

“As large as this resort is, I can walk down the hallways and everyone I see knows my name,” said Tim Canosa, guest personalization specialist at The Phoenician. “This place has had a family feel from the day I started working here.”

That familial feel comes from the spirit the resort seeks to impart to its employees, said Mark Vinciguerra, managing director of the Phoenician and area managing director for its parent company, Starwood Hotels & Resorts in Arizona. The company ranked as the Best Place to Work for 2012 among large companies.

“Through a variety of programs and offerings, we provide a healthy and comfortable workplace that encourages interaction between our associates and the various departments throughout the resort,” he said.

The Phoenician, which has 643 guest rooms, refers to its employees as “ambassadors” or “associates.” Vinciguerra said the resort’s workplace is a collaborative environment where “everyone has a voice” through an annual survey of ambassadors’ opinions about working there.

“We try to treat everyone the same,” Vinciguerra said. “No one is more important than the next person.”

In its latest annual survey, 94 percent of the resort’s associates indicated they are “extremely satisfied” with The Phoenician as “a great place to work,” said Kristo Palagano, the resort’s human resources director.

Part of the reason is the resort’s emphasis on “human truths” that recognize the emotional needs of associates: being understood, belonging, feeling special, having more control of their lives, and dreaming of reaching their potential.

Associates can advance in their careers without leaving the Phoenician. A six-month Associate Development Program allows interested employees — with the support of their supervisors — to rotate through departments that interest them, meet with resort leaders and enter into a mentorship with a Phoenician executive. Graduation from the program prepares employees to be promoted or to change their career emphasis at the resort.

“It was a great chance to learn about the resort, and it was educational and informative,” said Canosa, who completed the program. He added that he and the nine others in his class got to listen to guest speakers. “I appreciated the opportunity to meet with hotel leaders, too.”

Vinciguerra said 60 of the resort’s ambassadors have been promoted so far this year.

When associates are hired, they go through a three-day orientation called “In Search of Excellence.” They meet leaders from across the resort and tour the 250-acre property.

“This program offers a very strong foundation for service culture training,” Palagano said.

For ambassadors who supervise others, the resort offers Lunchbox Leadership, a monthly program focusing on topics such as teamwork and completing performance assessments.

“We recognize that leadership is acquired, not necessarily something one is born with,” Vinciguerra said.

The benefits enjoyed by the resort’s employees include a free meal as part of each shift, served in the associate cafeteria called Checkers. Associates also can take advantage of no-cost wellness services such as blood pressure, cholesterol and blood sugar screenings, and they can seek free advice from a bilingual on-site health coach.

They also can get discounts at more than 1,000 Starwood hotels around the world. And there are employee stock purchase and pet insurance programs. Employees also receive a gift from the resort if they get married or become a parent. If a loved one dies, the associate is comforted with food and flowers.

Associates get the chance to be creative and inventive, too. Recently a competition was held where ambassadors were asked to come up with a recipe for a new relish for the property’s Relish Burger Bistro.

“The winner’s creation ended up on the restaurant’s menu,” Vinciguerra said. “This kind of opportunity and many others that we offer help our ambassadors feel especially engaged here,” Vinciguerra said.

The Phoenician Resort employees are treated to free meals during every shift, no-cost wellness checks and free advice from an on-site health coach.

PHOTO: Mark Vinciguerra, managing director at the resort, area managing director for Starwood Arizona

HQ: Stamford, Conn., for corporate offices; Scottsdale for the resort

EMPLOYEES: 901 total

WEB: www.the phoenician.com
**BEST PLACES TO WORK – Large/Extra Large Cos.**

Ranking: Employee surveys ranked by Quantum Workplace

**LARGE**

1. **The Phoenixian**
   - 1824 E. Camelback Rd.
   - Phone: 602-941-5000
   - Total employees: 1,700

2. **Quicken Loans**
   - 31565 West Cheyenne Ave.
   - Phone: 1-877-669-4053
   - Total employees: 4,000

3. **Infusionsoft**
   - 2425 E. Camelback Rd.
   - Phone: 866-800-0004
   - Total employees: 500

4. **Freedom Financial Network**
   - 14200 W. Fillmore St.
   - Phone: 623-207-3000
   - Total employees: 1,000

5. **Sonora Quest Laboratories/Laboratory Sciences of Arizona**
   - 1707 E. Highland Ave.
   - Phone: 602-266-5976
   - Total employees: 700

**EXTRA LARGE**

1. **QuikTrip Corp.**
   - 3708 S. Hohokam Pkwy.
   - Phone: 602-444-6300
   - Total employees: 14,000

2. **Scottsdale Insurance Co.**
   - 8871 N. Paradise Center Blvd.
   - Phone: 480-423-7675
   - Total employees: 3,000

3. **PetSmart Inc.**
   - 15501 N. Dial Blvd.
   - Phone: 602-626-5976
   - Total employees: 3,000

4. **Scottsdale Power Antennas Inc.**
   - 2420 E. Camelback Rd.
   - Phone: 602-624-4411
   - Total employees: 1,500

5. **BMO Harris Bank**
   - 130 S. 6th St.
   - Phone: 602-282-3900
   - Total employees: 1,000

**About this list**

**Source:** Quantum Workplace

**NOTES:** DND did not provide phone numbers; sources conduct surveys conducted by Quantum Workplace. Companies were not included in the survey if less than 2,500 employees.

**About this list:**

**SOURCE:** Quantum Workplace

**NOTES:** DND did not provide phone numbers; paid time off includes holidays.

**About this list:**

**SOURCE:** Quantum Workplace

1. **Best Places to Work**

2. **Best Places to Work – Large/Extra Large Cos.**

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2. **Best Places to Work – Large/Extra Large Cos.**

**About this list:**

**SOURCE:** Quantum Workplace

1. **Best Places to Work**

2. **Best Places to Work – Large/Extra Large Cos.**
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at Western Regional Medical Center
Winning the fight against cancer, every day.*
2. QUICKEN LOANS INC.
PHONE: 800-226-6308
WEB: www.quickenloans.com
HQ: Detroit
TOP LOCAL EXECUTIVE: Matt Stoffer, vice president, Scottsdale Web Center
EMPLOYEES: 445 in Arizona
FEMALE EMPLOYEES: 143
MINORITY EMPLOYEES: 125
INDUSTRY: Home mortgage and retail lending
MISSION: Quicken Loans Inc. is a major online home lender and retail lender.
TOP 3 PERKS: Company parties as a way to show appreciation for a year of hard work and accomplishments; spot bonuses where leaders regularly reward a team member’s performance with perks ranging from $50 gift cards to local stores and restaurants to one-time $5,000 awards; free trips

3. INFUSIONSOFT INC.
PHONE: 866-800-0004
WEB: www.infusionsoft.com
HQ: Gilbert
TOP LOCAL EXECUTIVE: Clate Mask, co-founder and CEO
EMPLOYEES: 340
FEMALE EMPLOYEES: 99
MINORITY EMPLOYEES: 241
INDUSTRY: Software
MISSION: Infusionsoft’s goal is to create and dominate the market of all-in-one sales and marketing software for small businesses. It has more than 100,000 customers worldwide.
TOP 3 PERKS: Dream manager, a full-time employee who helps employees acknowledge, articulate and achieve their dreams; every employee is given an Infusionsoft app for life so they can start and run their own small business; a leadership development program to help employees excel in their current and future roles at the company

4. FREEDOM FINANCIAL NETWORK
PHONE: 800-544-7211
WEB: www.freedomfinancialnetwork.com
HQ: San Mateo, Calif.
TOP LOCAL EXECUTIVE: Would not disclose
EMPLOYEES: 442
FEMALE EMPLOYEES: Would not disclose
MINORITY EMPLOYEES: Would not disclose
INDUSTRY: Debt settlement
MISSION: Freedom Financial provides financial solutions, service and education to enable consumers to reduce debt, build wealth and achieve financial freedom.
TOP 3 PERKS: Room for advancement, positive work environment, events and monthly lunches

5. SOUTHWEST HUMAN DEVELOPMENT
PHONE: 602-266-5976
WEB: www.swhd.org
HQ: Phoenix
TOP LOCAL EXECUTIVE: Ginger Ward, founder and CEO
EMPLOYEES: 734
FEMALE EMPLOYEES: 689
MINORITY EMPLOYEES: 343
INDUSTRY: Nonprofit, early-childhood development, disabilities services, education and early literacy, training for early childhood professionals
MISSION: Southwest Human Development strives to give all children the healthy foundation they need for an optimal start in life.
TOP 3 PERKS: 100 percent paid medical; generous vacation and paid time off; professional training and development
6. MARK-TAYLOR RESIDENTIAL
PHONE: 480-991-9111
WEB: www.mark-taylor.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Dale Phillips, president
EMPLOYEES: 478
FEMALE EMPLOYEES: 252
MINORITY EMPLOYEES: 226
INDUSTRY: Multifamily development and management
MISSION: Founded in 1986 by Jeffrey Mark and Scott Taylor, Mark-Taylor is one of Arizona’s largest apartment developers whose core values are knowledge, accountability and passion.
TOP 3 PERKS: Continuing education through Mark-Taylor University, helping employees understand their path to success and promotion with 123 online and classroom courses; building confidence and pride in the workplace with a uniform policy built not on what you can’t wear, but rather, style counsel and professional discounts at Ann Taylor, Macy’s and Brooks Brothers (colors are changed every six months to keep things fresh); discounts on rent at Mark-Taylor communities

7. HARRAH’S AK-CHIN CASINO RESORT
PHONE: 480-802-5000
WEB: www.harrahaskchin.com
HQ: Las Vegas
TOP LOCAL EXECUTIVE: Robert Livingston, general manager and vice president
EMPLOYEES: 722
FEMALE EMPLOYEES: 447
MINORITY EMPLOYEES: 361
INDUSTRY: Entertainment/hospitality
MISSION: Harrah’s Ak-Chin Casino Resort strives to be the first choice for casino entertainment of its targeted customers.
TOP 3 PERKS: Quarterly bonuses and celebrations for all employees for achieving service goals; Dave Ramsey Core Financial Wellness Program free to employees and their spouse or partner; large employee discounts on everything from meals, hotel stays, furniture, appliances, etc. through Caesars Entertainment Friends and Family Network and the Employee Store

8. CANCER TREATMENT CENTERS OF AMERICA AT WESTERN REGIONAL MEDICAL CENTER
PHONE: 623-207-3000
WEB: cancercenter.com
HQ: Schaumburg, Ill.
TOP LOCAL EXECUTIVE: Dr. Edgar D. Staren, president and CEO
EMPLOYEES: 533
FEMALE EMPLOYEES: 332
MINORITY EMPLOYEES: 184
INDUSTRY: Health care
MISSION: Cancer Treatment Centers provides integrative and compassionate cancer care and uses innovative therapies to heal the whole person, improve quality of life and restore hope.
TOP 3 PERKS: All employees are eligible for wellness and well-being initiatives, including the Healthy Awards Program, adoption assistance, nutritional supplements benefit and onsite gym; a Stakeholder Incentive Compensation Program employee bonus program; the Stakeholders Savings and Retirement Plan where contributions are automatically deducted from employees’ paychecks on a pre-tax basis and deposited into savings or 401K accounts with a 5 percent match and 100 percent vesting from the first day of employment

9. ASSOCIATED ASSET MANAGEMENT
PHONE: 602-957-9191
WEB: AssociatedAsset.com
HQ: Tempe

From Page 26

6. MARK-TAYLOR RESIDENTIAL

PHONE: 480-991-9111
WEB: www.mark-taylor.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Dale Phillips, president
EMPLOYEES: 478
FEMALE EMPLOYEES: 252
MINORITY EMPLOYEES: 226
INDUSTRY: Multifamily development and management
MISSION: Founded in 1986 by Jeffrey Mark and Scott Taylor, Mark-Taylor is one of Arizona’s largest apartment developers whose core values are knowledge, accountability and passion.
TOP 3 PERKS: Continuing education through Mark-Taylor University, helping employees understand their path to success and promotion with 123 online and classroom courses; building confidence and pride in the workplace with a uniform policy built not on what you can’t wear, but rather, style counsel and professional discounts at Ann Taylor, Macy’s and Brooks Brothers (colors are changed every six months to keep things fresh); discounts on rent at Mark-Taylor communities

7. HARRAH’S AK-CHIN CASINO RESORT

PHONE: 480-802-5000
WEB: www.harrahaskchin.com
HQ: Las Vegas
TOP LOCAL EXECUTIVE: Robert Livingston, general manager and vice president
EMPLOYEES: 722
FEMALE EMPLOYEES: 447
MINORITY EMPLOYEES: 361
INDUSTRY: Entertainment/hospitality
MISSION: Harrah’s Ak-Chin Casino Resort strives to be the first choice for casino entertainment of its targeted customers.
TOP 3 PERKS: Quarterly bonuses and celebrations for all employees for achieving service goals; Dave Ramsey Core Financial Wellness Program free to employees and their spouse or partner; large employee discounts on everything from meals, hotel stays, furniture, appliances, etc. through Caesars Entertainment Friends and Family Network and the Employee Store

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9. ASSOCIATED ASSET MANAGEMENT

PHONE: 602-957-9191
WEB: AssociatedAsset.com
HQ: Tempe

Top Local Executive: Laura Ziff, CEO
EMPLOYEES: 358
FEMALE EMPLOYEES: 229
MINORITY EMPLOYEES: 96
INDUSTRY: Professional homeowner association management
MISSION: Associated Asset Management’s goal is to create a better America, one neighborhood at a time.
TOP 3 PERKS: A focus on fun, giving back to our community through volunteerism and team building; opportunities for advancement and appreciation for new ideas and process improvement; focus on employee wellness and satisfaction

10. CBRE

PHONE: 602-735-5555
WEB: www.cbre.com/phoenix
HQ: Los Angeles
TOP LOCAL EXECUTIVE: Craig Henig, senior managing director and Arizona market leader
EMPLOYEES: 325 in Phoenix as of the end of 2011
FEMALE EMPLOYEES: Would not disclose
MINORITY EMPLOYEES: Would not disclose
INDUSTRY: Commercial real estate services; property sales and leasing; corporate services; property, facilities and project management; mortgage banking; appraisal and valuation; development services; investment management; and research and consulting
MISSION: CBRE strives to treat everyone with dignity, value contributions and help one another succeed; uphold the highest ethical standards; have a meaningful impact on clients and community; and be the best in everything while driving for continuous improvement
TOP 3 PERKS: Bagels, donuts and fresh fruit on Fridays; game room with foosball, billiards tables, TV and stereo; quarterly pizza parties.

Ready to celebrate?
There’s no better reason than a milestone achievement. At Ernst & Young, we couldn’t be happier about being recognized as a Top Workplace in Arizona. Helping our people achieve their full potential makes all the difference in our business. Cheers to growth!
For the eighth straight year, Homeowners Financial Group USA LLC among the top five best companies to work for in Arizona. And for the second time since 2009, it has claimed the top spot among midsize companies. 

“Best Places to Work” is kind of a report card for us, so we take it pretty seriously,” said Caroline Heteyi, director of corporate culture for Homeowners Financial Group. “You can’t compare (the corporate culture for Homeowners Financial Group) to anywhere else.”

The Scottsdale-based full-service mortgage banker was founded in 2004 by finance and mortgage executives with more than a century of expertise in residential lending.

Heteyi said the founders made it a priority to create a work space where employees felt connected in the community and had a sense of importance in the company.

It was important that employees of Homeowners Financial Group were happy, Heteyi said.

Today, the company achieves that through in-house events, including holiday parties, picnics and attending spring training games.

Bill Rogers, the company’s president and CEO, said part of what makes Homeowners Financial Group a good place to work is its focus outside the office.

“We treat our people like family and we expect them to treat their clients like family,” he said.

One signature event the company conducts is a happy hour on its patio, highlighting and raising funds for local charities. This happens six to eight times per year and typically brings in between $5,000 and $7,000 for each organization, Rogers said.

In October, Homeowners Financial Group raised $15,000 for Face in the Mirror, an Arizona organization that supports and encourages people battling cancer.

The company recently founded Homeowners Financial Care Fund, a safety net for families who experience an unexpected financial hardship. Rogers said if a client has a death in the family, Homeowners will help cover the home payment so the client can focus on his or her family.

“We’re not just a mortgage company,” Rogers said. “We understand we’re an important part in the economy and the community.”

The importance of a culture that prioritizes giving back to the community prompted the company to give alternative meanings its initials: home ownership, family and giving back.

“I know that sounds a little corny, but that’s who we are,” Rogers said. “That really is a summary of what we’re about.”

Homeowners Financial Group has seen solid growth in its short existence, rising from 14 employees in 2004 to 115 people this year. But the culture has remained the same.

Rogers said employees have become protective of that culture and want to see it continue. They take pride in being named one of the best places to work in Arizona.

The company also tries to hire people who fit with current employees, those willing to give back to their community, interested in creating a family atmosphere in the office and creating a strong relationship between employees and client, Rogers said.

“We just want to keep doing what we’re doing because everyone’s happy,” Heteyi said. “Everyone thoroughly enjoys working here. We’re a big family.”

Homeowners Financial Group USA LLC

PRESIDENT/CEO: Bill Rogers
HQ: Scottsdale
FOUNDED: 2004
EMPLOYEES: 115
WEB: www.homeownersfg.com

Take two at the top

Homeowners Financial employees connect with community

BY CONNOR RADNOVICH | Phoenix Business Journal

Best Medium Company

Phoenix Business Journal

December 7, 2012

by Connor Radnovich | Phoenix Business Journal
Healthy Smiles. Happy Employees.

Since 1972.

www.DeltaDentalAZ.com
### BEST PLACES TO WORK - Medium

**Rank**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Telephone Web</th>
<th>Local Top Executive, Title</th>
<th>Total Employees</th>
<th>Unique Perks and Practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Homeowners Financial Group USA LLC</td>
<td>480-305-8500</td>
<td><a href="http://www.homewalmort.com">www.homewalmort.com</a></td>
<td>108</td>
<td>a Best Places to Work top five finisher for the last seven years, the company offers casual Fridays, gift card rewards, company breakfasts, lunches and dinners, picnics, softball games, flexible schedules and monthly charity happy hours</td>
</tr>
<tr>
<td>2</td>
<td>Nova Home Loans</td>
<td>602-224-4840</td>
<td><a href="http://www.novahomeloans.com">www.novahomeloans.com</a></td>
<td>120</td>
<td>employees actively participate in events to benefit the Boys and Girls Club, such as bowling night fundraisers; each December there is a toy drive called “Miracle En El Barrio” with employees donating gifts and time</td>
</tr>
<tr>
<td>3</td>
<td>Arizona Diamondbacks</td>
<td>602-462-6500</td>
<td><a href="http://www.dbacks.com">www.dbacks.com</a></td>
<td>233</td>
<td>D-backs Give Back Volunteer League: nine teams of 12 employees created independent charitable projects with nonprofits there are partnerships, with the winners earning a trip to the Dominican Republic, to take part in another project</td>
</tr>
<tr>
<td>4</td>
<td>Yodle</td>
<td>646-898-7387</td>
<td><a href="http://www.yodle.com">www.yodle.com</a></td>
<td>120</td>
<td>pizza Fridays, monthly firm-wide happy hour, casual Fridays, birthday gift cards, annual staff appreciation incentives, tenure bonuses</td>
</tr>
<tr>
<td>5</td>
<td>Tri-City Cardiology</td>
<td>2845 N. Orangetha St.</td>
<td><a href="http://www.tricitycardology.com">www.tricitycardology.com</a></td>
<td>110</td>
<td>a committees dedicated to social and philanthropic companywide events - previous projects have included Super Bowl parties, family nights, Skip Lunch Fight Hunger initiative, coat drives, etc., free healthy snacks, food, and drinks at all times</td>
</tr>
<tr>
<td>6</td>
<td>Flexprint Inc.</td>
<td>480-368-0011</td>
<td><a href="http://www.flexprintinc.com">www.flexprintinc.com</a></td>
<td>110</td>
<td>last year firm implemented a contest with top five employees in peer nominations (for excellent customer service) receiving paid mortgages for a year; this year the top 20 will receive a car payment</td>
</tr>
<tr>
<td>7</td>
<td>Ernst &amp; Young LLP</td>
<td>480-945-7666</td>
<td><a href="http://www.ey.com">www.ey.com</a></td>
<td>175</td>
<td>hotel offer employee assistance program, quit-smoking program, back-up assistance program with day care or senior care, Kimpton University training classes, department volunteer days and online shopping site for employee recognition</td>
</tr>
<tr>
<td>8</td>
<td>Limelight Networks Inc.</td>
<td>602-850-5000</td>
<td><a href="http://www.limleight.com">www.limleight.com</a></td>
<td>240</td>
<td>Limelight provides complimentary snacks and beverages as well as a free 24-hour deli for all Tempe employees; the company also offers a free employee gym membership, as well as teammate wellness programs and incentives</td>
</tr>
<tr>
<td>9</td>
<td>V.I.P. Mortgage Inc.</td>
<td>480-966-0999</td>
<td><a href="http://www.viptmginc.com">www.viptmginc.com</a></td>
<td>178</td>
<td>new office location offers scenic views of Scottsdale from top floor location; onsite massage is an employee of the company, providing scheduled 60-minute full-body massages for all employees at no charge</td>
</tr>
<tr>
<td>10</td>
<td>FireSky Resort and Spa</td>
<td>480-945-7666</td>
<td><a href="http://www.citrusfireSky.com">www.citrusfireSky.com</a></td>
<td>175</td>
<td>hotel offer employee assistance program, quit-smoking program, back-up assistance program with day care or senior care, Kimpton University training classes, department volunteer days and online shopping site for employee recognition</td>
</tr>
<tr>
<td>11</td>
<td>Ernst &amp; Young LLP</td>
<td>480-945-7666</td>
<td><a href="http://www.ey.com">www.ey.com</a></td>
<td>202</td>
<td>company policies, programs and benefits to help people succeed in all aspects of life including personal financial planning, commuter benefits, employee discounts, flexible work arrangements, back-up child care, adoption assistance and more</td>
</tr>
<tr>
<td>12</td>
<td>Hot Polamor</td>
<td>602-253-6633</td>
<td>hotpolamor-phoenix.com</td>
<td>163</td>
<td>hotel offers employee assistance program, back-up day care or senior care program, self-awareness classes, Kimpton University classes, leadership programs, online shopping site for employer recognition and department volunteer days</td>
</tr>
<tr>
<td>13</td>
<td>Quares &amp; Brady LLP</td>
<td>602-229-5200</td>
<td><a href="http://www.quares.com">www.quares.com</a></td>
<td>200</td>
<td>flextime program to obtain needed work hours in fewer days; remote network access for working from home, part-time and reduced work; employee assistance program; free, onsite child care; backup child/elder care services</td>
</tr>
<tr>
<td>14</td>
<td>City Property Management Co.</td>
<td>408-437-4777</td>
<td><a href="http://www.cityproperty.com">www.cityproperty.com</a></td>
<td>155</td>
<td>each Friday breakfast is brought in to the staff with a presentation from vendors; CFPC and its employee support the community through various fund-raising walks, animal adoption and local food drives</td>
</tr>
<tr>
<td>15</td>
<td>CSA Contractors Inc.</td>
<td>602-322-3000</td>
<td><a href="http://www.csaworks.com">www.csaworks.com</a></td>
<td>120</td>
<td>credit union membership, Chase Workforce Financial Services, company loans, company sponsored events, safety incentive rewards, discount on personal cell phones, employee referral program, employee newsletter, equipment training, leadership development, nonprofit involvement</td>
</tr>
<tr>
<td>16</td>
<td>Suntech Arizona</td>
<td>602-682-8500</td>
<td><a href="http://www.suntech-power.com">www.suntech-power.com</a></td>
<td>100</td>
<td>company salutes its people by providing monthly birthday celebrations and holiday parties; all employees have employee discounts, fully-funded 401K programs, 401K matching; full body massages for all employees at no charge</td>
</tr>
<tr>
<td>17</td>
<td>Henry &amp; Horne LLP</td>
<td>480-839-4900</td>
<td><a href="http://www.hfbca.com">www.hfbca.com</a></td>
<td>109</td>
<td>company culture supports giving back to the community and the firm hosts an event every month for which any associate may attend and participate on company time</td>
</tr>
<tr>
<td>18</td>
<td>Nextiva Inc.</td>
<td>480-525-8474</td>
<td><a href="http://www.nextiva.com">www.nextiva.com</a></td>
<td>140</td>
<td>free breakfast and assorted fruits daily, free snacks all day and every day, free coffee, free bagels, donuts and fruit on Wednesdays, free lunch on Fridays; game room, casual work environment, random fun events</td>
</tr>
<tr>
<td>19</td>
<td>Bonnette Media Phoenix</td>
<td>408-274-6200</td>
<td><a href="http://www.ktvs.com">www.ktvs.com</a></td>
<td>175</td>
<td>Department of Fair Plans a fun activity each month; there is also a monthly newsletter, and a weekly employee spotlight video; Best of Bonnette program honors three employees each month for their contributions</td>
</tr>
<tr>
<td>20</td>
<td>Desert Botanical Garden</td>
<td>480-941-1225</td>
<td><a href="http://www.dbg.org">www.dbg.org</a></td>
<td>183</td>
<td>employee admission exchange program – unlimited complimentary admission with guest to local cultural and arts institutions, including the Phoenix Zoo, Heard Museum, Pueblo Grande Museum, Arizona Science Center, Phoenix Art Museum</td>
</tr>
<tr>
<td>21</td>
<td>Tri-City Cardiology</td>
<td>480-835-6100</td>
<td><a href="http://www.tricitycardology.com">www.tricitycardology.com</a></td>
<td>170</td>
<td>the company provides staff incentives for various things, including a ‘spot award’ program where employees receive blue tickets for going above and beyond and those tickets can be redeemed for various items, snacks, gift cards</td>
</tr>
<tr>
<td>22</td>
<td>IO Financial Services</td>
<td>480-531-8500</td>
<td><a href="http://www.iow.com">www.iow.com</a></td>
<td>176</td>
<td>flexible work schedules, remote working ability; bring your own device policy – the company provides an allowance to eligible employees to provide their own communication devices, allowing those employees to choose their devices</td>
</tr>
<tr>
<td>23</td>
<td>EPCOR Water USA</td>
<td>623-445-2455</td>
<td><a href="http://www.epcor.com">www.epcor.com</a></td>
<td>175</td>
<td>annual holiday party with prizes, vacation, floating holiday schedule, and monetary awards for achieving industry-related certifications; perfect attendance awards enable an employee to earn up to 20 extra hours of vacation in a year</td>
</tr>
<tr>
<td>24</td>
<td>Redflex Traffic Systems Inc.</td>
<td>623-207-2000</td>
<td><a href="http://www.redflex.com">www.redflex.com</a></td>
<td>220</td>
<td>monthly Fun Committee activities include indoor miniature golf tournament, spelling bee, ice cream social, free lunches or BBQ with dunk tank each quarter, and raffle prizes such as iPads, free day off work coupons, etc.</td>
</tr>
<tr>
<td>25</td>
<td>Valley Anesthesia Consultants/MIM Solutions</td>
<td>602-262-8901</td>
<td><a href="http://www.valley.md">www.valley.md</a></td>
<td>202</td>
<td>paid parking, birthday celebrations, holiday celebrations, weekly breakfast goodies, monthly lunch, on-site massage service, gym membership, discount tickets to events and attractions, flexible work schedules</td>
</tr>
</tbody>
</table>

**About this list**

**Source:** Quantum Workplace.  
**Notes:** NA - not available / PTO - paid time off  
**Companies are selected primarily on their employees’ responses to surveys conducted by Quantum Workplace. Companies were not to include seasonal, temporary or contract workers in the employment figures they provided.  
**A only a partial listing of the many special programs, benefits and accolades offered by these companies.**

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Research by DALE BROWN  
[dbrown@bizjournals.com] | [602-308-6511]
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LIVE LIFE WITHOUT PAIN™

The CORE Institute®, began practicing in 2005 to deliver comprehensive orthopedic care, one patient at a time. Our fellowship-trained physicians provide specialized care in the areas of surgical, non-surgical and rehabilitative hip, knee, shoulder, elbow and ankle procedures, joint replacement, sports medicine, arthroscopy, fracture management, orthopedic traumatology, hand and wrist procedures, complex articular cartilage restoration, musculoskeletal oncology, foot and ankle reconstruction, physical medicine and rehabilitation, comprehensive spine care and pain management.

Whether it’s for work or play, we understand that you want to get back to your life sooner. The CORE Institute team is dedicated to providing technologically advanced surgical techniques and rehabilitation in six locations in Arizona. With state-of-the-art research labs, surgical spine center, less-invasive surgery, on-site MRI and physical therapy, we truly provide excellence in patient care.

Patients now have the ability to schedule an appointment 24 hours a day, 7 days a week by simply contacting our office at the number below.

1.866.974.2673
www.thecoreinstitute.com
2. NOVA HOME LOANS
PHONE: 602-224-4840
WEBSITE: www.novahomeloans.com
HQ: Tucson
TOP LOCAL EXECUTIVE: Geri Farr, regional manager, Maricopa County
EMPLOYEES: 120 in Maricopa County; 580 nationally
FEMALE EMPLOYEES: 55 in Maricopa County; 254 nationally
MINORITY EMPLOYEES: 17 in Maricopa County; 90 nationally
INDUSTRY: Mortgage industry
MISSION: Nova Home Loans works to provide customers with the best loan for their needs while offering superior customer service.
TOP 3 PERKS: Annual holiday party at one of the best resorts in the state with a live band, casino, prizes and a hotel room for the night; employee appreciation events, including tailgate experience and tickets to a college football game and family bowling nights; Chairman’s Club Trip for top producing loan officers

3. OSBORN MALEDON PA
PHONE: 602-640-9000
WEBSITE: www.omlaw.com
HQ: Phoenix
TOP LOCAL EXECUTIVE: Scott W. Rodgers, managing partner
EMPLOYEES: 107
FEMALE EMPLOYEES: 62
MINORITY EMPLOYEES: 17
INDUSTRY: Legal services
MISSION: Osborn Maledon has developed a commitment to superior legal work while supporting a well-balanced lifestyle for its employees.
TOP 3 PERKS: Semi-monthly pizza Friday and monthly happy hour receptions; firm-sponsored fitness center membership; and a bonus program

4. ARIZONA DIAMONDBACKS
PHONE: 602-462-6500
WEBSITE: www.dbacks.com
HQ: Phoenix
TOP LOCAL EXECUTIVE: Derrick Hall, president and CEO
EMPLOYEES: 234
FEMALE EMPLOYEES: 51
MINORITY EMPLOYEES: 78
INDUSTRY: Professional sports
MISSION: The Arizona Diamondbacks’ goal is to provide industry-leading entertainment in a clean, safe and family-friendly environment and to make a positive impact on fans and civic partners by focusing on team performance, fan experience, financial efficiency, workplace culture and community contribution.
TOP 3 PERKS: Employee trip to watch the D-backs in action that includes a three-day, two-night hotel stay, transportation to and from the selected city and game tickets; D-backs Give Back Volunteer League where nine teams of 12 employees create independent charitable projects to partner with nonprofit organizations in the Phoenix area; two weeks paid time off during Christmas break.

5. YODLE INC.
PHONE: 646-770-8905
WEBSITE: www.yodle.com
HQ: New York
TOP LOCAL EXECUTIVE: David Williams, area director of sales; Michele Brevig, national senior client service manager
EMPLOYEES: 838 with 141 in Arizona
FEMALE EMPLOYEES: 55
MINORITY EMPLOYEES: 27
INDUSTRY: Marketing and advertising
MISSION: Yodle strives to connect local businesses to consumers simply and cost effectively.
TOP 3 PERKS: Celebration of employee dedication to excellence with free group trips to international destinations, tickets to sporting events and concerts
Fry’s Food Stores is proud of its dedicated team of associates who make us one the Best Places to Work in Phoenix.

We are fortunate to have such great people who are always willing to go the extra mile, whether it be for their fellow associates, our valued customers or for the community they love.

Thank you, truly, for all that you do.

Jon Felfe
President, Fry’s Food Stores
"Best Places to Work 2012" - Phoenix Business Journal

A MAGICAL CAREER AWAITS YOU

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yodle

Now hiring sales and client service professionals. Apply at yodlecareers.com/magic

TOP OF THE LIST
MEDIUM COMPANIES

FROM PAGE 32

and more; social events including an annual out-of-office field day, holiday events, Super Bowl parties and in-office cooking contests; with the idea that healthy employees are happier employees kitchens are stocked with free, healthy snacks and beverages

6. FLEXPRINT INC.

PHONE: 480-368-0011
WEBSITE: www.FlexPrintInc.com
HQ: Mesa
TOP LOCAL EXECUTIVE: Frank Gaspari, CEO
EMPLOYEES: 100 in Phoenix
FEMALE EMPLOYEES: 43
MINORITY EMPLOYEES: 44

INDUSTRY: Managed print, managed technology, business process optimization
MISSION: Flex Print’s mission is to consistently deliver exceptional customer service through each of its employees.
TOP 3 PERKS: 20 employees are rewarded for their efforts in a program with no car payments for one year; monthly employee appreciation events such as volleyball and softball games, Phoenix Suns games and an annual holiday party; benefits including one week of vacation after six months of employment, medical, vision and dental benefits

7. MCCARTHY BUILDING COS. INC.

PHONE: 480-449-4700
WEBSITE: www.mccarthy.com
HQ: St. Louis
TOP LOCAL EXECUTIVE: Robert “Bo” Calbert, Southwest regional president
EMPLOYEES: 210
FEMALE EMPLOYEES: 24

CONTINUED ON PAGE 35

Several of Flexprint’s Phoenix-based employees were rewarded for their work.

FROM PAGE 32

Provided by Flexprint Inc.

Provided by V.I.P. Mortgage Inc.

V.I.P. Mortgage Inc. employees at a golf tournament.
MINORITY EMPLOYEES: 36
INDUSTRY: Commercial construction
MISSION: McCarthy strives to be the best builder in America.
TOP 3 PERKS: Employees are allowed to use one of McCarthy’s four condominiums across the country for one week per year; employee recognition with a Service Award Program at five-year intervals; employee ownership and bonus program

8. LIMELIGHT NETWORKS INC.
PHONE: 602-850-5000
WEBSITE: www.llnw.com
HQ: Tempe
TOP LOCAL EXECUTIVE: Jeff Lunsford, CEO
EMPLOYEES: 500 plus
FEMALE EMPLOYEES: 75 in the U.S.
MINORITY EMPLOYEES: 85 in the U.S.
INDUSTRY: Content delivery networks and online media
MISSION: Limelight Networks provides integrated cloud-based applications that leverage Limelight’s computing platform and offer a complete solution for organizations whose Internet, mobile and social initiatives are critical to their success.
TOP 3 PERKS: Company culture; free deli for employees; a great location

9. V.I.P. MORTGAGE INC.
PHONE: 480-966-0919
WEBSITE: www.vipmtginc.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Jay Barbour, president
EMPLOYEES: 256
FEMALE EMPLOYEES: 145
MINORITY EMPLOYEES: 37
COMPANY INDUSTRY: Mortgage finance
COMPANY MISSION: V.I.P.’s goal is to restore the reputation of the mortgage industry
TOP 3 PERKS: On-site masseuse at V.I.P.’s corporate location with employees able to schedule one complimentary massage a month; opportunity for employees to map their career paths with training, education and the ability to move to different positions

McCarthy Building Cos. Inc. employees participated in a Heart Walk 5K to support the American Heart Association.

PROVIDED BY MCCARTHY BUILDING COMPANIES INC.

CONSULTATIONS

TO ALL 2012
BEST PLACES TO WORK
HONOREES

Arizona Contractor License Nos.: ROC068012-A; ROC068013-B01
A place to grow roots
Govig & Associates make family time a priority

BY AMY MORRISON | Contributing writer

Bobbi Moss has been presented with other job opportunities, but nothing has been able to pry her away from Govig & Associates Inc. “Why? I have the best opportunity right here,” said Moss, the company’s senior vice president and general manager who has been with Govig for 29 years.

Govig & Associates aims to keep its staff happy and judging by its average 7-year tenure, it’s doing pretty well.

Employees say that the culture at the Scottsdale recruiting firm keeps them content. It is something of which they’re proud.

“Our staff regards this as a home,” she said. “It’s a place to grow roots. And in many cases, the rest of their careers.”

Vice President Jacque Linaman took a five-year hiatus from her career after having twins. She said when she was ready to return to work, she had job offers from other companies.

“I had other opportunities when I decided to come back into the workforce,” she said. “I chose very deliberately to come back here. I wouldn’t be here today if they didn’t support how important family is.”

Linaman said that the family-owned recruitment firm makes it easy to strike a positive balance between home and work. She said, when she returned to her job with Govig & Associates, management made the transition easier by giving her the flexibility she needed to ensure the needs of her family were met.

“There is never a pressure,” Linaman said. “There is never a question about leaving early for a school trip or doing lunch duty at my girls’ school.”

Sales manager John Young said company leadership, including President and CEO Todd Govig, stress integrity.

“When Todd says I want to do right by you guys, he walks the walk,” he said.

In addition to bonus and recognition plans, Young cited a health program the company implemented as proof Govig & Associates does right by its employees.

“On the month of your birthday, they give you a medical checklist,” he said. “You go down the list and you call and make these appointments.”

Employees are given references for local doctors and rewarded five dollars for every medical appointment on the list they complete.

Moss said Govig & Associates’ drive to operate with integrity has prompted it to financially support employees’ educational goals despite challenges presented by the economic downturn.

“Our leadership team recognizes the importance of supporting people through education and growth,” she said. “We make an investment in our employees to get them the tools they need for tomorrow.”

While Govig & Associates’ management plays a large role in staff contentment, Moss stated that being able to help people find work offers employees a great deal of satisfaction with their jobs.

“The employees here are really passionate. They take very seriously that every day we’re involved in changing someone’s life. We find people and we make matches, and essentially without our help, that match may not have occurred,” she said.
2. LIFETREE MANUFACTURING INC.

PHONE: 480-477-9075
WEB: www.lifetreemfg.com
HQ: Tempe
TOP LOCAL EXECUTIVE: Brandon J. Martin, co-founder, president and COO
EMPLOYEES: 62
FEMALE EMPLOYEES: 16
MINORITY EMPLOYEES: 18
INDUSTRY: Manufacturing
MISSION: LifeTree works to provide quality, turnkey, private-label manufacturing to customers in the food and nutraceutical industries while making conscious decisions to minimize its carbon footprint.
TOP 3 PERKS: Hiring the best people in every position; industry leader in technology innovation and implementation; providing a quality work environment for employees and impacting the community in a positive and responsible way

3. ADOLFSON & PETERSON CONSTRUCTION

PHONE: 480-345-8700
WEB: www.a-p.com
HQ: Tempe
TOP LOCAL EXECUTIVE: Bryan Dunn, senior vice president
EMPLOYEES: 56
FEMALE EMPLOYEES: 10
MINORITY EMPLOYEES: 8
INDUSTRY: Construction, architecture, real estate development
MISSION: Adolfson Peterson Construction’s goal is to cultivate client loyalty, nurture a safe and collaborative workplace, create a culture that rewards performance and innovation, have a positive impact on its communities; build high-performing teams and create a business that increases value for employees, clients and shareholders.
TOP 3 PERKS: Flexible workplace with a fully stocked kitchen that allows children and pets; tuition reimbursement; health and benefits packages including discounted fitness memberships

4. iT1

PHONE: 877-777-5995
WEB: www.it1.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Bryan Clifton, principal
EMPLOYEES: 70
FEMALE EMPLOYEES: 18
MINORITY EMPLOYEES: 14
INDUSTRY: Information technology hardware and services

CONTINUED ON PAGE 39
**BEST PLACES TO Work – Small**

**Ranking:** Employee surveys ranked by Quantum Workplace

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Telephone Number</th>
<th>Local Top Executive</th>
<th>Total Employees</th>
<th>Unique perks and practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gogiv &amp; Associates</td>
<td>480-718-6100</td>
<td>Todd Gogiv, CEO</td>
<td>63</td>
<td>two annual award trips, 2012 destinations were the Bahamas and San Diego; office offerings include COOK-ed pancake breakfast, happy hours, hot dog day, gummy bear day, ice cream day, pizza party, and birthday treats</td>
</tr>
<tr>
<td>2</td>
<td>Lifetree Manufacturing</td>
<td>480-477-9075</td>
<td>Brandon Martin, COO</td>
<td>67</td>
<td>free nutrition supplements to all employees; dinner with an executive once a month for cost saving suggestions; employee discounts on computer equipment</td>
</tr>
<tr>
<td>3</td>
<td>Adolfsen &amp; Peterson Construction</td>
<td>2011 (25), 2010 (15), 2009 (26), 2008 (10)</td>
<td>annual golf outing, bringing in out-of-state employees and many different clients, paid for by IT; company frequently puts on friendly competitions to increase morale and offer potential gifts; catered breakfast and lunch events</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Modern Healthcare</td>
<td>2012 (10)</td>
<td></td>
<td></td>
<td>$5,000 per child adoption assistance, kitchen stocked with food and beverages every day, in house/shower in accessible and accessible 24 hours per day, tickets to sports, music and art events</td>
</tr>
<tr>
<td>5</td>
<td>Three In A Row:</td>
<td></td>
<td></td>
<td></td>
<td>free, hot, gourmet-catered lunches every day, 5010 Starbucks cards each month, free gym memberships</td>
</tr>
<tr>
<td>6</td>
<td>Goodmans Interior Structures:</td>
<td></td>
<td></td>
<td></td>
<td>Uihlera moving to a new facility in November on-site workout room, locker room, shower and spa treatment rooms where Uhrlera can get free treatments (usually a $3000 treatment) as well as free drinks</td>
</tr>
<tr>
<td>7</td>
<td>The Dollarhide Financial Group LLC</td>
<td></td>
<td></td>
<td></td>
<td>company holds numerous social events including: spring training games, ASU vs. UofA tailgates, Salt River tubing, a Halloween costume contest, Camp Chaos for kids, Diamondbacks tickets and beyond</td>
</tr>
<tr>
<td>8</td>
<td>Asheon Capital Management:</td>
<td></td>
<td></td>
<td></td>
<td>monthly newsletter sharing tips and recognizing employees for their years of service; President’s Club trip is an annual trip to a tropical paradise for top producers to create positive motivation for all loan originators</td>
</tr>
<tr>
<td>9</td>
<td>IT:</td>
<td></td>
<td></td>
<td></td>
<td>employee account and loan benefits, $1 paid holidays, paid time off</td>
</tr>
<tr>
<td>10</td>
<td>Pineapple Capital Mortgage Group:</td>
<td></td>
<td></td>
<td></td>
<td>monthly company lunch, quarterly parties, poker night, “Sphere Olympics,” prize giveaways, employee referral prizes, iPad/Kindle Fire giveaways, laid-back dress code</td>
</tr>
<tr>
<td>11</td>
<td>Transwestern:</td>
<td></td>
<td></td>
<td></td>
<td>100% medical coverage employee only, medical coverage for family, same sex benefits for registered domestic partners</td>
</tr>
<tr>
<td>12</td>
<td>Burch &amp; Cracchiolo PAI:</td>
<td></td>
<td></td>
<td></td>
<td>Underground parking, casual Fridays, carpool subsidy, paid bus and light rail cards, company-wide quarterly tel ex, annual employee picnic and holiday party, flexible work hours, breakfast with Internet chat</td>
</tr>
<tr>
<td>13</td>
<td>Transwestern:</td>
<td></td>
<td></td>
<td></td>
<td>holiday party, firm picnic, monthly Fridays Day and lunch, firm bowling quarters, work/life balance, employee leadership support of community volunteer activities or sports teams of children/grandchildren</td>
</tr>
<tr>
<td>14</td>
<td>Cloud Logistics</td>
<td></td>
<td></td>
<td></td>
<td>profit sharing, Friday company happy hour, yearly company family trip, chair massages, quarterly company event such as bowling, golf, etc.; voluntary participation 9/60 work schedule with every other Friday off</td>
</tr>
<tr>
<td>15</td>
<td>The Leggat Co:</td>
<td></td>
<td></td>
<td></td>
<td>Halloweend and yearend holidays include fortune tellers, magicians, costume and dance contests; each year clients, media and employees are invited to the E.B. Lane Art Show to see employees personal creative work</td>
</tr>
<tr>
<td>16</td>
<td>Pinnacle Properties Inc.</td>
<td></td>
<td></td>
<td></td>
<td>corporate retreats in Snow Low and in Rosarito, Mexico; eight-passenger company Airplane; two big-screen TVs and two cable TVs; company breakfast with self serve popcorn machine, cell phone service and Costco membership discounts</td>
</tr>
<tr>
<td>17</td>
<td>The Leggat Co:</td>
<td></td>
<td></td>
<td></td>
<td>walkable arrangements, financial aid for adoptions, innovation and thought leadership through KSource and the Grid; KSource is Grant Thornton’s fully interactive and searchable intranet database</td>
</tr>
<tr>
<td>18</td>
<td>Cloud Logistics</td>
<td></td>
<td></td>
<td></td>
<td>flexible work arrangements, financial aid for adoptions, innovation and thought leadership through KSource and the Grid; KSource is Grant Thornton’s fully interactive and searchable intranet database</td>
</tr>
<tr>
<td>19</td>
<td>Cosmopolitan Medical Communications/AnswerNow:</td>
<td></td>
<td></td>
<td></td>
<td>corporate retreats in Snow Low and in Rosarito, Mexico; eight-passenger company Airplane; two big-screen TVs and two cable TVs; company breakfast with self serve popcorn machine, cell phone service and Costco membership discounts</td>
</tr>
<tr>
<td>20</td>
<td>Cosmopolitan Medical Communications/AnswerNow:</td>
<td></td>
<td></td>
<td></td>
<td>employee vehicles to show their appreciation for a job well done</td>
</tr>
</tbody>
</table>

**VETERANS OF THE LIST**

Top-performing firms, Small category, 2008-present

**ACTIVE STREAKS**

**FIVE IN A ROW:**
- Ashton Tiffany LLC: 2012 (8), 2011 (9), 2010 (2), 2009 (4), 2008 (9)
- Tempe Schools Credit Union: 2012 (10), 2011 (9), 2010 (9), 2009 (8), 2008 (18)
- Transwestern: 2012 (23), 2011 (22), 2010 (18), 2009 (18), 2008 (13)
- Valley of the Sun United Way: 2012 (26), 2011 (27), 2010 (15), 2009 (26), 2008 (10)

**THREE IN A ROW:**
- E.B. Lane: 2012 (16), 2011 (18), 2010 (12)
- Goodman Interior Structures: 2012 (25), 2011 (29), 2010 (23)

**TWO IN A ROW:**
- IT: 2012 (4), 2011 (5)
- Grant Thornton LLP: 2012 (19), 2011 (28)
- Southwest Autism Research & Resource Center: 2012 (26), 2011 (13)
- Commercial Properties Inc.: 2012 (18), 2011 (26)

**STRENGTHS OF THE PAST**

**FOUR YEARS IN A ROW:**
- The Lavidge Co.: 2011 (19), 2010 (13), 2009 (19), 2008 (11)

**THREE YEARS IN A ROW:**

**About this list**

**SOURCE:** Quantum Workplace

**NOTES:** OND = did not disclose FTOD = paid time off

150 to 99 employees; 2 companies are selected primarily on employee responses to surveys conducted by Quantum Workplace. Companies were not to include seasonal, temporary or contract workers in the employment figures they provided. Only a partial listing of the many special programs, benefits and perks offered by these companies are included. For more information about the list, please visit www.scoopreprintsource.com.

**Research by:** DALE BROWN

dbrown@bizjournals.com | 602-308-6511

**dbrown@bizjournals.com | 602-308-6511**
TOP OF THE LIST

SMALL COMPANIES

FROM PAGE 37

MISSION: IT1 provides services in the design and implementation of customized technology solutions.
TOP 3 PERKS: Employees have the flexibility to work remotely; monthly massage therapy for all employees; regular company outings, casual work environment and amazing office location.

5. DPR CONSTRUCTION

PHONE: 602-800-0500
WEB: www.dpr.com
HQ: Redwood City, Calif.
TOP LOCAL EXECUTIVE: Dave Elrod, regional manager
EMPLOYEES: 95
FEMALE EMPLOYEES: 30
MINORITY EMPLOYEES: 81
INDUSTRY: Design-build, construction management and general contracting
MISSION: One of the founding objectives of DPR Construction is to become an integral and indispensable part of its communities.
TOP 3 PERKS: Company profit-sharing program; stocked kitchen with food and beverages every day and wine bar and wine tastings in the office; Zen room where employees may nap, meditate, regroup or escape for quiet time.

6. 41ST PARAMETER

PHONE: 480.776.5500
WEB: www.41st.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Alan Naumann, CEO
EMPLOYEES: 100
FEMALE EMPLOYEES: 26
MINORITY EMPLOYEES: 36
INDUSTRY: Software, technology, online fraud prevention and detection
MISSION: 41st Parameter is a leader in device recognition and intelligence dedicated to bringing integrity to the online channel and helping businesses prevent fraud before it happens.
TOP 3 PERKS: Free, catered lunch daily; 100 percent of premium cost paid for medical and dental benefits and 30 percent for dependents; flexible work hours; opportunity for travel.

CONTINUED ON PAGE 41
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### 7. ULTHERA INC.
- **Phone:** 480-619-4069
- **Web:** www.ulthera.com
- **HQ:** Mesa
- **Top Local Executive:** Matt Likens, CEO
- **Employees:** 120
- **Female Employees:** 63
- **Minority Employees:** 5
- **Industry:** Medical devices
- **Mission:** Ulthera Inc. has developed a non-invasive ultrasound platform that uses the body’s natural healing process to lift, tone and tighten loose skin. It has seven operating principles: customer focus, consistency, cost effectiveness, compliance, constructive confrontation, creativity and collaboration.
- **Top 3 Perks:** 100 percent company-paid benefits package; every employee is an owner with company options and bonus eligibility; wellness center with workout room, on-site medical pharmacy and locker rooms.

### 8. ASHTON TIFFANY LLC
- **Phone:** 602-257-9119
- **Web:** www.ashton TIFFANY.com
- **HQ:** Phoenix
- **Top Local Executives:** John Ashton and Michael Tiffany Jr., founders
- **Employees:** 82
- **Female Employees:** 54
- **Minority Employees:** 18
- **Industry:** Risk management consulting
- **Mission:** Ashton Tiffany works to provide creative and comprehensive solutions for clients’ diverse risk management needs.
- **Top 3 Perks:** Social events including spring training games, Arizona State University vs. The University of Arizona office tailgate, Salt River tubing, Halloween costume contest, May Magical Mystery Night, Camp Chaos for employees’ kids, Diamondbacks tickets, quarterly chair massage, and group volunteer projects; 401(k) match up to 4 percent and profit share for 10 years running; employee lounge with video games, shuffle board, TV, stereo, free food and soft drinks, and a bar for after-work happy hours.

### 9. WALLiCK & VOLK
- **Phone:** 480-216-5397
- **Web:** www.wvmb.com
- **HQ:** Cheyenne, Wyo.
- **Top Local Executive:** Dave Heuermann, senior vice president
- **Employees:** 50
- **Female Employees:** 28
- **Minority Employees:** 5
- **Industry:** Mortgage lending
- **Mission:** Wallick & Volk’s goal is to provide the highest standard of customer service, knowledge and integrity in mortgage lending.
- **Top 3 Perks:** Commitment to team education and business planning; 401(k) profit sharing program with matching contributions; wellness program with significant prizes and rewards for improving health through fitness, weight loss and more.

### 10. TEMPE SCHOOLS CREDIT UNION
- **Phone:** 480-967-9475
- **Web:** www.tscu.org
- **HQ:** Tempe
- **Top Local Executive:** Margaret Hunnicutt, CEO
- **Employees:** 64
- **Female Employees:** 46
- **Minority Employees:** 21
- **Industry:** Financial services
- **Mission:** Tempe Schools Credit Union’s goal is to be a community partner dedicated to providing personalized financial services with integrity and commitment.
- **Top 3 Perks:** Interest-free loans; paid volunteer time; breakfast with the president.

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Philip and Erin Graham, the husband-and-wife team who founded Professional Employee Solutions, agree that keeping employees empowered, respected and amply rewarded makes not only for a happy work team but high retention and high performance.

It’s a formula that works for the management consulting business, which prides itself as a leading staffing agency in Scottsdale. PES was named the Best Place to Work for 2012 in the micro company category.

The agency specializes in the long-term placements of accounting and finance, administrative, non-clinical health care, and information technology professionals.

The Grahams say that a happy, healthy work environment spurs good business. “We pay our people above the grade,” said Philip Graham, the company’s CEO. “If we pay well and treat them right, there’s no reason to go elsewhere.”

Most of the company’s 14 employees have worked there three to seven years. Erin Graham, the company’s president, said that in their 9-year-old company, one of the sales representatives has been there eight years, the comptroller six years, and a recruiter and a pay specialist five years.

“Our company is only as good as our employees,” she said. “We foster a culture for our employees as individuals and as a team. They feel like they are controlling a part of it.”

Philip Graham said empowering employees is key. “We create a platform with employees running the company, too — managing accounts and making decisions,” he said. He emphasized that “the client is always the boss.” He encourages employees to come to him for advice — such as setting a low rate for a client — but then he has the employees make the decisions. “Sometimes they make the right decisions, and sometimes not,” he said. “Just like me.”

For Erin Graham, this intentional empowerment includes setting sales targets, which then become the basis for rewards such as junkets to Cabo San Lucas, Mexico, when goals are exceeded. She said an employee team set the quotas this year, which probably will result in three employees earning the Mexican holidays. This is a company, she added, not only works hard but plays hard.

“We try to enable them to have fun while they’re working,” she said.

She said the staff works long hours in a high-pressure, fast-paced environment. They are encouraged to integrate their home partners into the social fabric of the agency by bringing them to the numerous after-hours barbecues, dinners and parties. All employees are invited to participate in a three-day weekend in Las Vegas.

There is a holiday party in December, with 125 people attending, including clients and employee partners. Free tickets to the Arizona Diamondbacks and other sports events are shared with staff. A weekly Cash Friday uses a “Wheel of Fortune” approach to distribute gift cards and other prizes.

Philip Graham summarized the effect of the many perks: “This solidifies the team as a family.”

Professional Employee Solutions finds winning formula

**BEST MICRO COMPANY**

**TOP EXECUTIVES:** Philip Graham, CEO; Erin Graham, president

**HQ:** Scottsdale

**FOUNDED:** 2003

**EMPLOYEES:** 14

**WEB:** www.pesinc.com

Professional Employee Solutions treats their staff to barbecues, dinners, parties, Diamondbacks games and annual three-day weekends in Las Vegas.

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| 2    | 623-434-6000 | www.cyruspro.com | Rick Estrada, v.p., sales director | 23 | company barbecues, holiday party, free beverages, free gourmet coffee and breakfast items, overnight resort stays for holiday parties, employee appreciation events. |
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| 4    | 602-761-2772 | www.triadvocates.com | Knox Kimberly, managing principal | 12 | office stocked with food and beverages for employees, annual team retreat scheduled at off-site resort located with scheduled free-time, employee family members included on retreat and in special dinner to acknowledge their contributions. |
| 5    | 602-427-5027 | www.marcsnet.com | Eric Marcus, CEO | 12 | casual environment with TVs throughout the office, employees may dress casually and management provides weekly perks such as ordering lunch in, in addition company pays for cell phones for all employees. |
| 6    | 480-538-2124 | www.ventanafineproperties.com | John Bircher, broker/owner | 30 | the company believes each individual can, and must, make a difference in how we experience life while living in conjunction with each other, as a team strengthened by this belief, we deliver world-class service. |
| 7    | 480-772-3300 | www.mjinsurance.com | Mike Bill, CEO | 12 | associates receive 15 hours of volunteer service time to serve a charity of their choice, they’ve spent time together serving the Phoenix Rescue Mission and the Crisis Center, deriving great satisfaction from helping others. |
| 8    | 602-248-6717 | www.thejamesagency.com | Aaron Detzer, managing director | 11 | quarterly meetings at The Montelucia, spring picnic/pool party, staff meetings at trendy Scottsdale Quarterly restaurants, family outings to the Phoenix Zoo, dinner with all staff and their families at Dominyck's. |
| 9    | 480-855-8300 | www.desertartcar.com | Matt Silverman, managing director | 29 | in addition to generous benefits, training opportunities and employee recognition initiatives, R&R implements a “fun calendar” that includes bowling, pizza and beer, ice cream socials, Easter eggs hunts, chili cook-offs, and sporting events. |
| 10   | 877-915-4062 | www.gorillacapital.com | Frank Leutz, president | 11 | employees enjoy paid outings that include weekend cabin getaways, concert series, pontoon boating excursions and weekend trips to Mexico, in addition during our annual Christmas party we team up with “BBQ lunches” from store to store. |
| 11   | 480-722-1267 | www.cmzsa.com | Bryan Crawford, managing member | 18 | BBQ, annual family picnic, Driving range in house driving range, birthday and anniversary gift cards, holiday and standard bonuses, in-house training, continuing education, charity participation, free snacks and drinks in office. |
| 12   | 602-648-7373 | www.scoopreprintsource.com. | Gary Gregg, managing principal | 17 | free covered parking, prestigious office with balcony and spectacular views of Camelback Mountain and the Biltmore area, on-site deli and sundries as well as an abundance of restaurants and high-end retail nearby. |
| 13   | 480-248-6719 | www.theworkingmagazine.com | Barry Chasen, president | 40 | regular team-building events from pizza parties and bowling to kart racing, etc.; stocked kitchen with a flat screen TV provides a great place to gather, take a break, and fuel up throughout the day. |
| 14   | 480-505-3936 | www.roseej.com | Jordan Rose, president, founder | 30 | cord blood banking for newborns paid for by firm, baby shower with gift the firm gives, night nurse and house cleanings plus six weeks paid leave; concierge to run personal errands, etc. |
| 15   | 480-994-8155 | www.gorillacapital.com | David Genovese, CEO | 20 | employees can earn GBE Bucks to purchase day off tickets to sporting events, high end items such as Keuring coffee pots, tasty treats or premium parking spaces; quarterly company mixers offer fun activities. |
| 16   | 602-942-4708 | www.orchardmedical.com | Robin Orchard, president, owner | 22 | flexible hours and most people have the option to work from home; dogs are welcomed and the office and there is frequent company lunches and outings. |
| 17   | 480-219-7252 | www.lucidad.com | Scott Kaufman, president | 11 | five-plus weeks paid vacation per year, quarterly company outings, spot bonuses, ping pong, tablets for all employees, breakfast-and-team sessions. |
| 18   | 480-281-7581 | www.zogdigital.com | Jeff Herzog, chairman, CEO | 30 | firm is a hard-working, dog-loving, office-skateboarding, hiking-enthusiastic company that doesn’t own upon bringing your dog to work or taking some time to have a quick office ping-pong tournament. |
| 19   | 480-150-1150 | www.lucidad.com | Jack Bennett, president | 14 | break room includes a complete kitchenette, flat screen TV and cable programming; company also organizes several charity and social activities throughout the year which employees are encouraged to attend to strengthen client-employee relations. |
| 20   | 480-626-2226 | www.phoenixrestaurants.com | Kevin Ortnie, president | 14 | performance-based bonuses, career advancement opportunities, executives open door policy, unlimited supply of energy drinks for staff. |
| 21   | 480-745-2575 | www.phoenixrestaurants.com | Brian Winter, owner | 10 | annual Las Vegas retreat with gambling allowance, team outings to bowling, paintball, sporting events, running events, office Nerf gun battles, extensive corporate party, sponsorship/donations for charity events. |
| 22   | 480-704-0300 | www.thelogoportal.com | Christine Badgley, joint CEO | 28 | increased 401k match up to first 5 percent. Local and global community initiatives supporting two employees on a Honduras trip to build homes for the homeless, trips to New York, enhanced work environment with sea/ocean themed events. |
| 23   | 480-759-3333 | www.teamorthodontics.com | Kent Danyluk, president | 17 | Team Orthodontics offers free orthodontic treatment for employees and their families; employees are also welcome to have their kids stay at the office after school while they are working, with a family-friendly break room. |
| 24   | 480-525-6474 | www.scoopreprintsource.com. | Tom Gomery, CEO | 12 | free breakfast daily, free snacks, fruit, power bars and cheese daily; free bagels, donuts and fruit everyday; free lunch every Friday, game room and random team-building/fun events. |
| 25   | 602-266-5303 | www.theadvocate.com | Doris Amundson, president | 10 | pet health care membership, monthly lunch meetings, monthly incentive awards, holiday parties, helping animal shelters. |
| 26   | 480-362-1900 | www.theadvocate.com | Hamid Shojaae, CEO | 30 | lunch is brought in on Monday and sandwiches on Tuesdays for the team to have during their lunch hour. The Weiter building and showers allow employees to work out and shower before and during after work. |
2. CYBERTRAILS
PHONE: 623-434-6079
WEB: www.cybertrails.com
HQ: Phoenix
TOP LOCAL EXECUTIVE: Rick Estrada, vice president of sales
EMPLOYEES: 20
FEMALE EMPLOYEES: 3
MINORITY EMPLOYEES: 5
INDUSTRY: Professional IT services
MISSION: Cybertrails provides technology-based services and solutions to facilitate its clients’ business purposes.
TOP 3 PERKS: Monthly team building events; flexible work schedules; stocked beverage refrigerator and coffee bar.

3. I-LOGY
PHONE: 480-850-2800
WEB: www.i-ology.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Trish Bear, president and CEO
EMPLOYEES: 12
FEMALE EMPLOYEES: 5
MINORITY EMPLOYEES: 7
INDUSTRY: Web technology, integration, design and development
MISSION: I-ology creates Web-based business tools to streamline its clients’ operations.
TOP 3 PERKS: Company culture comprised of talented, passionate Web experts who respect and motivate each other to help I-ology grow each day; open company financial reports; incentive programs where employees share in company growth on a quarterly basis.

4. TRIADVOCATES LLC
PHONE: 602-761-2760
WEB: www.triadvocates.com
HQ: Phoenix
TOP LOCAL EXECUTIVE: Knox Kimberly, managing principal
EMPLOYEES: 12
FEMALE EMPLOYEES: 7
MINORITY EMPLOYEES: 0
INDUSTRY: Public affairs consulting
MISSION: Triadvocates acts as an adviser and public affairs strategist ensuring that elected and appointed government decision makers receive accurate and persuasive information in a timely fashion.
TOP 3 PERKS: Recognition for teams and individual members with formal recognition for team members through an annual award named for company administrator and co-founder, Patti Alderson, to celebrate company values: esprit de corps, integrity, quality and stewardship; the dancing chicken award to acknowledge in a more light-hearted manner the day-to-day diligence and accomplishments by individuals who contribute to our clients’ successes; a comprehensive suite of benefits reflective of those offered by far larger companies, and participation by all team members in performance bonuses.

5. MARCUS NETWORKING INC.
PHONE: 602-427-5030
WEB: www.marcusnetworking.com
HQ: Tempe
TOP LOCAL EXECUTIVE: Eric Marcus, founder

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EMPLOYEES: 11
FEMALE EMPLOYEES: 3
MINORITY EMPLOYEES: 2
INDUSTRY: Technology and telecommunications
MISSION: Marcus Networking is committed to solving IT needs, by helping businesses save money and add value.
TOP 3 PERKS: All employees have company cars and cell phones, which Marcus Networking pays for in full; medical, dental and vision plans and contributions of up to 4 percent on 401(k) plans; weekly perks such as ordering lunch for the team, flexible work hours and overtime.

6. VENTANA FINE PROPERTIES
PHONE: 480-538-2124
WEB: www.ventanafineproperties.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: John Birsner, founder, managing partner and designated broker
EMPLOYEES: 27
FEMALE EMPLOYEES: 19
MINORITY EMPLOYEES: 8
INDUSTRY: Real estate
MISSION: Ventana Fine Properties delivers real estate marketing and brokerage services with local expertise and a global reach as well as a consumer-centric culture.
TOP 3 PERKS: On-site workout facility; working with a diverse group of people; collaborative working environment

7. MJ INSURANCE INC.
PHONE: 602-772-3300
WEB: www.mjinsurance.com
HQ: Indianapolis, Ind.
TOP LOCAL EXECUTIVE: Michael H. Bill, CEO
EMPLOYEES: 15 in Arizona; 125 total
FEMALE EMPLOYEES: Nine in Arizona; 89 total
MINORITY EMPLOYEES: Two in Arizona; nine total
COMPANY INDUSTRY: Insurance
COMPANY MISSION: MJ Insurance works to deliver excellence in its business and customer services to its clients in insurance.
TOP 3 PERKS: Summer hours where associates work a half day every other Friday; casual day Fridays; volunteer time with 15 hours of volunteer service time that can be used for volunteering in the community

8. SEI PHOENIX LLC
NAME: Systems Evolution Inc. (SEI – Phoenix LLC)
PHONE: 480-607-2635
WEB: www.sysev.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Aaron Detzer, managing director

CONTINUED ON PAGE 48

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**TOP OF THE LIST**
**MICRO COMPANIES**
FROM PAGE 47

**EMPLOYEES:** 16
**FEMALE EMPLOYEES:** 3
**MINORITY EMPLOYEES:** 2
**INDUSTRY:** Technology and management consulting
**MISSION:** SEI deploys local leadership and experience to guide clients through critical business initiatives and technological change.
**TOP 3 PERKS:** Employee ownership and equity-based model; local work, local clients and family-centered business; a flat organizational structure that provides the opportunity to participate in the management of the company as an employee owner.

**9. R&R PARTNERS**

**PHONE:** 480-317-6040
**WEB:** www.rrpartners.com
**HQ:** Las Vegas
**TOP LOCAL EXECUTIVE:** Matt Silverman, managing director
**EMPLOYEES:** 30
**FEMALE EMPLOYEES:** 13
**MINORITY EMPLOYEES:** 5
**INDUSTRY:** Advertising, digital marketing, public relations
**MISSION:** R&R Partners works to create communications built on a foundation of ideas and insights developed through discovery of business and consumer truths.
**TOP 3 PERKS:** 100 percent paid medical benefits for employees and their families; comprehensive employee-recognition program that rewards performance; an annual fun calendar designed to create monthly employee engagement and team building.

**10. DESERT CAR CARE SERVICE CENTERS**

**PHONE:** 480-726-6400
**WEB:** www.desertcarcare.com
**HQ:** Chandler
**TOP LOCAL EXECUTIVE:** Josephine Leutz, president and CFO
**EMPLOYEES:** 13
**FEMALE EMPLOYEES:** 4
**MINORITY EMPLOYEES:** 0
**INDUSTRY:** Automotive service and repair
**MISSION:** Desert Car Care specializes in automotive service and repair with certified master technicians and service consultants with a goal of creating a client interaction that requires professionalism and respect.
**TOP 3 PERKS:** Health benefits to make sure all employees and their families are cared for; flexibility with team on a case-by-case basis, providing financial assistance when employees need it; weekend retreats, concert series, lake pontoon trips and barbecues as a reward and to create camaraderie.

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