



Creating great jobs

Companies load up on perks to keep employees happy



PHOENIX Business Journal

Best Places to Work 2012



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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*

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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,

William L. Smith, Jr.

William L. Smith, Jr., Vice President
Mountain States Employers Council (MSEC)



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

Don Smith
President & CEO
SCF Arizona

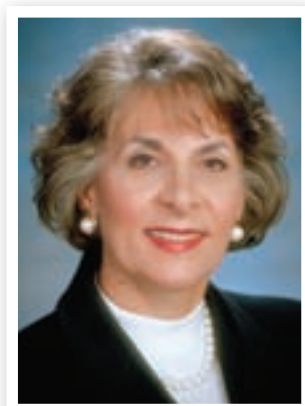


On behalf of Chandler Regional Medical Center, Mercy Gilbert Medical Center and St. Joseph's Hospital and Medical Center, congratulations on being named a 2012 winner of The Best Places to Work in the Valley!

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

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



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.



Adair

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 consul-



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

PROVIDED BY NOVA HOME LOANS

tancy 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 day," 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 build loyalty and boost overall financial stability for employees.

Redflex Traffic Systems Inc., which has seen strong employee growth in its Phoenix office, also takes an interactive approach to choosing benefits and perks, said Sandra Stevens, the company's human resources director.

Redflex recently added WhiteGlove Health services to its benefit package as a way to help treat ill employees. For a \$25 co-payment, Redflex employees can access medical care at work, home or over the phone. Health care representatives will diagnose, test and treat employees and their dependents at home or work.



Hsieh

The company also recently decided to offer pet insurance.

An employee walking track encourages fitness, Stevens said. "We are always looking at what is new out there, and having the best of the best industry practices. The company culture has changed over the years, and we are a lot more open to new ideas."

Stevens said as Redflex has grown it has become creative in keeping employees engaged with other departments and executives. Redflex regularly selects 10 employees to eat lunch with President and CEO Karen Finley. The company also has a mentoring program to expose employees to other departments and roles at Redflex.

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 up 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.

PROVIDED BY
ULTHERA INC.



Mullen

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.

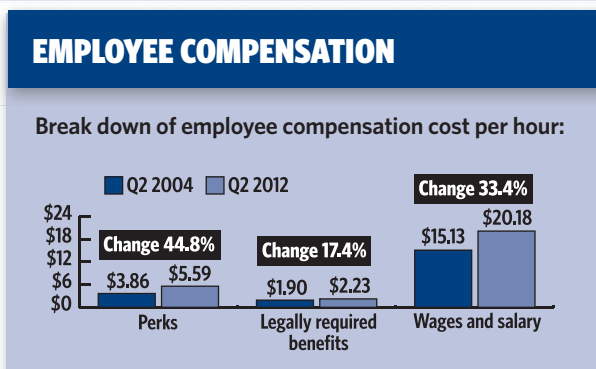
"The culture that we're trying to create is one of flexibility," said Lari Braun, human resource director at Henry & Horne LLP, a midsize accounting firm. "We like to give lots of flexible choices, but because of our size we have to be concerned about costs."

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 33 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.



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."

Connect with **Christopher Leone** at cleone@bizjournals.com



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



Karen Stafford, Arizona VP of Membership Development would love to hear from any employer inquiring about the benefits of being a member of MSEC.

There is... As the leader in HR solutions, employment law assistance, and management education, Mountain States Employers Council offers customized services to support employers on a variety of employment and management related topics.

To view a short video about MSEC, go to MSEC.org/aboutmsec.



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Rewarding good attitudes, work

QuikTrip Corp. recognizes employees for customer service achievements

BY CHRISTOPHER LEONE | Phoenix Business Journal

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 convenience 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 1958. The company now operates more than 600 stores in 11 states with combined revenue of more than \$10 billion a

**BEST
EXTRA
LARGE
COMPANY**

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 Ser-

vice 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 of 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 premium. 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.

Connect with **Christopher Leone** at cleone@bizjournals.com.

QUIKTRIP CORP.

CEO AND PRESIDENT:

Chet Cadieux

HQ: Tulsa, Okla.

FOUNDED: 1958

EMPLOYEES:

Nearly 13,000

WEB: www.quiktrip.com

QuikTrip opened its 100th store in Arizona this year.

TIM KOORS | SPECIAL TO
PHOENIX BUSINESS JOURNAL



TOP OF THE LIST

EXTRA LARGE COMPANIES

2. SCOTTSDALE INSURANCE COMPANY

PHONE: 800-423-7675
WEB: www.scottsdaleins.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Mike Miller, president and COO
EMPLOYEES: 1,485
FEMALE EMPLOYEES: 894
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,



Moran



Employees at Tempe's Edward Jones work on a volunteer project.

PROVIDED BY EDWARD JONES

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
INDUSTRY: Financial services
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
INDUSTRY: Financial services
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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- Electronic Connectivity Solutions
- Patient Convenience
- Award-Winning Quality
- Community Involvement



Sonora Quest Laboratories™

A Subsidiary of Laboratory Sciences of Arizona



SonoraQuest.com

TOP OF THE LIST

EXTRA LARGE COMPANIES

FROM PAGE 21

EMPLOYEES: 12,000 total; 2,137 in Phoenix
FEMALE EMPLOYEES: Would not disclose
MINORITY EMPLOYEES: Would not disclose
INDUSTRY: Financial services
MISSION: Discover aims to help people spend smarter, manage debt better and save more so they achieve a brighter financial future.
TOP 3 PERKS: Paid time off allotments and incentive pay; on-site fitness center, cafeteria, full-time nurse, counselor and wellness screenings and programs; employee recognition programs

7. GO DADDY

PHONE: 480-505-8000
WEB: www.GoDaddy.com
HQ: Scottsdale
TOP LOCAL EXECUTIVE: Scott Wagner, Go Daddy interim CEO
EMPLOYEES: 3,231
FEMALE EMPLOYEES: 695
MINORITY EMPLOYEES: 668
INDUSTRY: Domain names, Web hosting and SSL certificates
MISSION: Go Daddy enables individuals and businesses to establish, maintain and evolve an online presence.
TOP 3 PERKS: Growth opportunities within the company, professional development opportunities and tuition reimbursement

up to \$5,250 each year; employee appreciation initiatives encourage managers to promote team building through excursions and unique perks, such as the Go Daddy Cash Machine, a phone booth sized machine that blows money, and a holiday party where last year it gave away \$1.1 million

8. FRY'S FOOD STORES

PHONE: 623-907-7190
WEB: www.frysfood.com
HQ: Tolleson
TOP LOCAL EXECUTIVE: Jon Flora, president
EMPLOYEES: Nearly 18,000
FEMALE EMPLOYEES: 8,563
MINORITY EMPLOYEES: 5,958
INDUSTRY: Grocery, retail food
MISSION: Fry's goal is to provide customers with a shopping experience that makes them want to return over and over again.
TOP 3 PERKS: Employees can learn and grow through coaching, teaching, mentoring and a tuition reimbursement program for full and part-time associates; employees and their children can apply for scholarships.; fun events such as the dodge ball and wacky costume contest, Dancing Like the Fry's Stars, Fry's Has Talent Competition

9. INSIGHT ENTERPRISES

PHONE: 480-902-1173
WEB: www.insight.com
HQ: Tempe
TOP LOCAL EXECUTIVE: Ken Lamneck, president and CEO
EMPLOYEES: 1,421 in Arizona
FEMALE EMPLOYEES: 495
MINORITY EMPLOYEES: 293



PROVIDED BY FRY'S FOOD STORES

Fry's Food Stores employees danced in the company's Dancing Like the Fry's Stars competition.

INDUSTRY: Technology
MISSION: Insight's vision is to be a trusted adviser to clients, helping them advance their business performance through innovative technology solutions.
TOP 3 PERKS: Accessible, teammate-focused senior leaders; floating holidays allowing teammates three days off with their choice of days; company-organized community involvement as well as two days paid-time off for volunteering opportunities

10. GOODWILL OF CENTRAL ARIZONA

PHONE: 602-535-4000
WEB: www.goodwillaz.org
HQ: Phoenix
TOP LOCAL EXECUTIVE: Jim Teter, president and CEO

EMPLOYEES: 1,565 full time; 2,030 total
FEMALE EMPLOYEES: 1,132
MINORITY EMPLOYEES: 1,037
INDUSTRY: Nonprofit
MISSION: Goodwill of Central Arizona raises money in retail stores to fund programs and services that give local job seekers the skills and training they need to find employment and become self sufficient.
TOP 3 PERKS: WhiteGlove, offered as part of the medical care package, provides treatment at home or office, 365 days a year; focus groups have led to new initiatives aimed at improving communication, including a new format for Goodwill's quarterly town hall meetings and the installation of TV monitors in break rooms; parties and team-building events are commemorate holidays, celebrate individual and company successes and to create a deeper sense of community within the organization

11. SONORA QUEST LABORATORIES LLC

PHONE: 602-685-5000
WEB: www.SonoraQuest.com
HQ: Tempe
TOP LOCAL EXECUTIVE: David A. Dexter, president and CEO
EMPLOYEES: 2,667
FEMALE EMPLOYEES: 1,991
MINORITY EMPLOYEES: 974
INDUSTRY: Clinical laboratory and information services
COMPANY MISSION: Sonora Quest's mission is to safely perform error-free work, on time, every time.
TOP 3 PERKS: Employee incentive plan; benefits; commitment to give back to the community



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Rising tide of satisfaction

The Phoenician offers many ways for associates to shine

BY DEBRA GELBART | 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 Kristen 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 Lunch-box Leadership, a monthly pro-

gram 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.

**BEST
LARGE
COMPANY**

THE PHOENICIAN RESORT

CEO: Frits Van Paasschen of Starwood Hotels & Resorts Worldwide Inc.

LOCAL EXECUTIVE: Mark Vinciguerra, managing director at the resort; area managing director for Starwood Arizona

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

FOUNDED: 1988

EMPLOYEES: 901 total (108 on-call; 52 part-time; 741 full-time)

WEB: www.thephoenician.com



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.

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BEST PLACES TO WORK - Large/Extra Large Cos.¹

Ranking: Employee surveys ranked by Quantum Workplace



Another look...

Veterans of the list

Top-placing firms, Large category, 2008-present

ACTIVE STREAKS

FIVE IN A ROW:

Infusionsoft: 2012 (3), 2011 (6*), 2010 (7*), 2009 (9*), 2008 (4*)

Southwest Human Development: 2012 (5), 2011 (4), 2010 (3), 2009 (2), 2008 (1)

Harrahs Ak-Chin Casino Resort: 2012 (7), 2011 (7), 2010 (16), 2009 (11), 2008 (2)

AAM LLC: 2012 (9), 2011 (3), 2010 (9*), 2009 (11*), 2008 (11*)

CBRE: 2012 (12), 2011 (8), 2010 (9), 2009 (8), 2008 (3)

Sundt Construction Inc.: 2012 (11), 2011 (6), 2010 (12), 2009 (9), 2008 (12)

Kitchell: 2012 (12), 2011 (12), 2010 (18), 2009 (12), 2008 (15)

BMO Harris Bank: 2012 (16), 2011 (10), 2010 (15), 2009 (18), 2008 (11)

THREE IN A ROW

Mark-Taylor Residential: 2012 (6), 2011 (2), 2010 (1)

Jones Lang LaSalle: 2012 (14), 2011 (11), 2010 (17)

TWO IN A ROW:

Quicken Loans: 2012 (2), 2011 (1)

The CORE Institute: 2012 (13), 2011 (14)

Crescent Crown Distributing: 2012 (18), 2011 (16)

Arizona Nutritional Supplements: 2012 (20), 2011 (9)

Top-placing firms, Extra Large category, 2008-present

ACTIVE STREAKS

FIVE IN A ROW:

QuikTrip Corp.: 2012 (1), 2011 (1), 2010 (2), 2009 (1), 2008 (4)

Edward Jones: 2012 (5), 2011 (6), 2010 (21), 2009 (15), 2008 (10)

GoDaddy.com Inc.: 2012 (7), 2011 (4), 2010 (13), 2009 (17), 2008 (19)

Sonora Quest Laboratories/Laboratory Sciences of Arizona: 2012 (11), 2011 (8), 2010 (26), 2009 (22), 2008 (22)

THREE IN A ROW:

PetSmart Inc.: 2012 (3), 2011 (3), 2010 (20)

PayPal Inc.: 2012 (4), 2011 (5), 2010 (8)

Source: Business Journal research * — Different category. Note: In 2010 and prior years, the Large category was for companies between 250 and 2,999 employees and Extra Large was for companies with 3,000 or more employees

About this list

SOURCE: Quantum Workplace
NOTES: DND - did not disclose PTO - paid time off
1 250-999 employees (large), 1,000-plus (extra large).
2 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. **3** Only a partial listing of the many special programs, benefits and perks offered by these companies

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Research by
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dbrown@bizjournals.com | 602-308-6511

Rank 2012	Company name Address	Telephone Web	Local top executive, title	Total employees	Unique perks and practices ³
LARGE					
1	The Phoenician 6000 E. Camelback Road Scottsdale 85251 www.thephoenician.com	480-941-8200	Mark Vinciguerra, area mng. dir.	770	discounted hotel rooms for associates, friends and family; 50% off dining options at The Phoenician Resort and several other Starwood properties; "Match Made In Heaven" - associates who marry while employed receive monogrammed towels
2	Quicken Loans 16425 N. Pima Road Scottsdale 85260 www.quickenloans.com	800-251-9080	Matt Stoffer, vice president	404	team members have the opportunity to work from home, which includes the technical resources to access loan orientation and underwriting platforms from home; employees, family and friends can participate in discounted mortgage program
3	Infusionsoft 2065 W. Obispo Ave. Gilbert 85233 www.infusionsoft.com	866-800-0004	Clate Mask, CEO	289	kitchen has a cereal bar and a freezer stocked with smoothie ingredients; there's also a popcorn machine and massage chairs, and when the company moves into its new headquarters in December, a fitness area
4	Freedom Financial Network 4940 S. Wendler Drive, Ste. 101 Tempe 85282 www.freedomdebtrelief.com	602-427-9523	Kevin Gallegos, v.p., new client enrollment	340	employee events and social gatherings, preferred parking for carpoolers, paid holidays, beverages in the breakrooms, birthday time off, flexible hours
5	Southwest Human Development 2850 N. 24th St. Phoenix 85008 www.swhd.org	602-266-5976	Ginger Ward, CEO	710	"Winter Break" week-long paid vacation in addition to employee's paid vacation time; discretionary contributions to the employee's 401(k); "Retire Secure" program with quarterly one-on-one appointments with salaried financial professionals
6	Mark-Taylor Residential 6623 N. Scottsdale Road Scottsdale 85250 www.mark-taylor.com	480-991-9111	Dale Phillips, president	314	monthly rental discounts at Mark-Taylor properties; branded apparel program outfits team members in fashion-forward styles from Ann Taylor and Brooks Brothers; Mark-Taylor Awards ceremony honors company's top performers
7	Harrahs Ak-Chin Casino Resort 15406 Maricopa Road Maricopa 85139 www.harrahs.com	480-802-5000	Robert Livingston, v.p., general manager	650	fun employee activities (poker tournaments, bowling, Wii competition, ice cream socials) support fun in the workplace; monthly incentive contests improve performance and demonstrate appreciation for great work
8	Cancer Treatment Centers of America 14200 W. Fillmore St. Goodyear 85338 www.cancercenter.com	623-207-3000	Edgar Staren, president, CEO	436	providing the "Mother Standard" of care is at the heart of the culture at CTCA; this standard empowers all employees to treat patients the way they would want their own mothers to be treated
9	AAM LLC 1600 W. Broadway Road, Ste. 200 Tempe 85282 www.aamaz.com	602-957-9191	Laura Ziff, co-CEO	304	rewards are given for finding ways to streamline procedures and improving operations; there are excellent opportunities for advancement for enthusiastic team players; the company also raised \$80,000-plus for St. Mary's Food Bank
10	CBRE 2415 E. Camelback Road Phoenix 85016 www.cbre.com/phoenix	602-735-5555	Craig Henig, sr. managing director	325	bagels, donuts and fresh fruit on Fridays, game room with Foosball, billiards table, TV/ stereo; quarterly pizza parties, complimentary real estate license renewal classes, special wear your jeans to work days, recognition of milestone anniversaries
11	Sundt Construction Inc. 2620 S. 55th St. Tempe 85282 www.sundt.com	480-293-3000	Dave Crawford, chairman, CEO	329	"Sundt Spirit Days" with food and socializing held quarterly in all offices and at all construction project sites; "Going Beyond the Expected" peer recognition program allows employees to recognize the efforts of a co-worker
12	Kitchell 1707 E. Highland Ave. Phoenix 85016 www.kitchell.com	602-264-4411	James Swanson, CEO	271	the firm focuses on fostering leadership from within, mentoring and growing professionals to carry on the legacy and integrity of the Kitchell name well into the future. In 2010, a "Kitchell Leadership Program" was initiated
13	The CORE Institute 3010 W. Agua Fria Fwy., Ste. 100 Phoenix 85027 www.thecoreinstute.com	866-974-2673	David Jacofsky, chairman, CEO	289	All Staff Meeting with annual awards ceremony, ice cream socials, CORE field day, family holiday party, casual days to support the MORE Foundation, annual incentive programs for leadership and key staff to achieve performance indicators
14	Jones Lang LaSalle 3131 E. Camelback Road, Ste. 400 Phoenix 85016 us.joneslanglasalle.com/phoenix	602-282-6300	Dennis Desmond, mng. director	350	employee discount programs with major retailers like Dell, TMobile, Whirlpool and Staples, monthly paid breakfast, casual Fridays
15	Safelite AutoGlass 2400 Farmers Drive Columbus 43235 www.safelite.com	614-210-9000	Dan Spriet, general manager	800	to enhance communication, Safelite has audio podcasts, videocasts, webinars, flat-screen monitors in high-traffic areas, mail-home newsletters, text messages and the company recently expanded intranet access to employees' homes
16	BMO Harris Bank 1 E. Camelback Road Phoenix 85012 www.bmoharrisbank.com	602-241-6565	Stephen Johnson, Arizona president	400	company matches a portion of employees' personal contributions to local nonprofits and provides special financial assistance for employees facing a family emergency; annual highlights include themed bowling event and a family day at the ballpark
17	International Cruise & Excursions Inc. 15501 N. Dial Blvd. Scottsdale 85260 www.icecenterprise.com	602-626-2664	John Rowley, owner, CEO, president	900	the Concierge Desk can book travel for employees and their friends and families, provide discounted tickets to local attractions, take care of dry cleaning, book appointments for massages, or even sell employees a laptop
18	Crescent Crown Distributing 1640 W. Broadway Road Mesa 85202 www.ccdaz.com	480-685-2000	James Moffett Jr., president	620	happy hour for employees every Wednesday afternoon in the company Pub; weekly fruit delivery; ZooLights events for all employees and their family - employees get to enjoy the zoo before it opens to the public
19	Desert Mountain Club 10550 E. Desert Hills Drive Scottsdale 85262 www.desertmountain.com	480-845-0595	Bob Jones, COO	300	"Day of the Stars" is an Oscar-themed event recognizing 5, 10, 15 year and beyond employee anniversaries, with honorees walking the red carpet to a catered lunch with testimonials, entertainment, games and prizes following
20	Arizona Nutritional Supplements 210 S. Beck Chandler 85226 www.aznutritional.com	480-966-9630	Jonathan Pinkus, CEO, owner	446	Christmas party, end of the year bonus, sporting event ticket raffle, employee of the month, diaper bags for new employee babies, employee lunches, carpool reimbursement
EXTRA LARGE					
1	QuikTrip Corp. 1116 E. Broadway Road Tempe 85282 www.quiktrip.com	480-446-6300	Gary Mootz, division manager	1,940	employees enjoy discounts from Golf Land and Big Surf, 1-800 Flowers, cell phone service providers, Six Flags and Dell, new vehicle discounts from Ford, flu shots, college savings plans, tuition reimbursement and scholarship programs
2	Scottsdale Insurance Co. 8877 N. Gainey Center Drive Scottsdale 85258 www.scottsdaleins.com	800-423-7675	Mike Miller, president	1,336	free underground parking; employees can earn a day off for every 25 hours they volunteer, up to 2 days a year; time off for donating blood; elder care and backup childcare
3	PetSmart Inc. 19601 N. 27th Ave. Phoenix 85027 www.petsmart.com	623-580-6100	Robert Moran, president, CEO	3,000	bring pets to work, employee discounts at PetSmart, flexible work schedules, telecommuting for certain positions
4	PayPal Inc. 9999 N. 90th St. Scottsdale 85258 www.paypal.com	480-862-8600	Mark Rohrwasser, v.p., core services	1,500	new state-of-the-art fitness center, paid four-week sabbatical after five years of service; company's Scottsdale location now has five electric vehicle charging stations; free covered parking garage
5	Edward Jones 8620 S. River Pkwy. Tempe 85284 www.edwardjones.com	480-337-2000	David Long, principal	1,141	food days; free, covered parking; purchase stocks on commission-free days; drawings and prizes for United Way; Founders Day Celebration at a local venue to celebrate 1922 date when the firm was established; health fair
6	Discover Financial Services 2402 W. Beardsley Road Phoenix 85027 www.discovercard.com	623-643-6000	Cheryl Grampp, HR manager	1,917	monthly recognition for top individuals and teams, along with coveted Excellence and Pinnacle of Excellence awards; those earning the Pinnacle Award are treated to an expense-paid trip to our Riverwoods, Ill., headquarters
7	GoDaddy.com Inc. 14455 N. Hayden Road Scottsdale 85260 www.godaddy.com	480-505-8800	Scott Wagner, CEO	2,668	Go Daddy's Arizona Holiday Party at Chase Field, one of its three bashes this year, featured Kid Rock, Dierks Bentley and Trace Adkins and a cash prize drawing totaling more than \$1.1 million
8	Fry's Food Stores 500 S. 99th Ave., Bldg. A Tolleson 85353 www.frysfood.com	623-936-2100	Jon Flora, president	9,767	Fry's holds numerous events each year, including Shutterbug photo contest, Fry's Dancing Like the Stars Contest, basketball and softball tournaments, and Sunsplash Days, where Fry's reserves the Sunsplash water park for two days
9	Insight 6820 S. Harl Ave. Tempe 85283 www.insight.com	800-467-4448	Ken Lamneck, president, CEO	1,400	Insight offers employees sports tickets, hotels, theme parks and events discounts; service recognition program highlights teammates' length of service; full-time employees receive three floating holidays in addition to regular PTO and holidays
10	Goodwill of Central Arizona 2626 W. Beryl Ave. Phoenix 85021 www.goodwillaz.org	602-535-4000	Jim Teter, president, CEO	1,780	two annual special events recognize employees: the Service Awards Luncheon celebrates milestone anniversaries; The Employee Awards Ceremony and Banquet acknowledges winners in award categories such as "Excellence in Service"
11	Sonora Quest Laboratories/Laboratory Sciences of Arizona 1255 W. Washington St. Tempe 85281, 602-685-5000, sonoraquest.com		David Dexter, CEO	1,700	community is important to the company, which has raised more than \$540,000 for the Juvenile Diabetes Research Foundation over the past five years; last year's Food Drive provided more than 89,000 meals



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TOP OF THE LIST

LARGE COMPANIES

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



Mask

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 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



PROVIDED BY SOUTHWEST HUMAN DEVELOPMENT

Southwest Human Development is a Phoenix-based nonprofit that helps families provide a healthy foundation to give children a good start in life. The organization pays for 100 percent of its staff's medical benefits and offers professional training.

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

CONTINUED ON PAGE 27

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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.harrahsakchin.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.



Staren

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



Ziff

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 teambuilding; 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.



Henig

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Take two at the top

Homeowners Financial employees connect with community

BY CONNOR RADNOVICH | Phoenix Business Journal

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 Hetyei, director of corporate culture for Homeowners Financial Group. “You can’t compare (the work environment) 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.

Hetyei 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, Hetyei 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 Hom-

BEST
MEDIUM
COMPANY

owners 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,” Hetyei said. “Everyone thoroughly enjoys working here. We’re a big family.”

Connect with **Connor Radnovich** at cradnovich@bizjournals.com

HOMEOWNERS FINANCIAL GROUP USA LLC

PRESIDENT/CEO: Bill Rogers

HQ: Scottsdale

FOUNDED: 2004

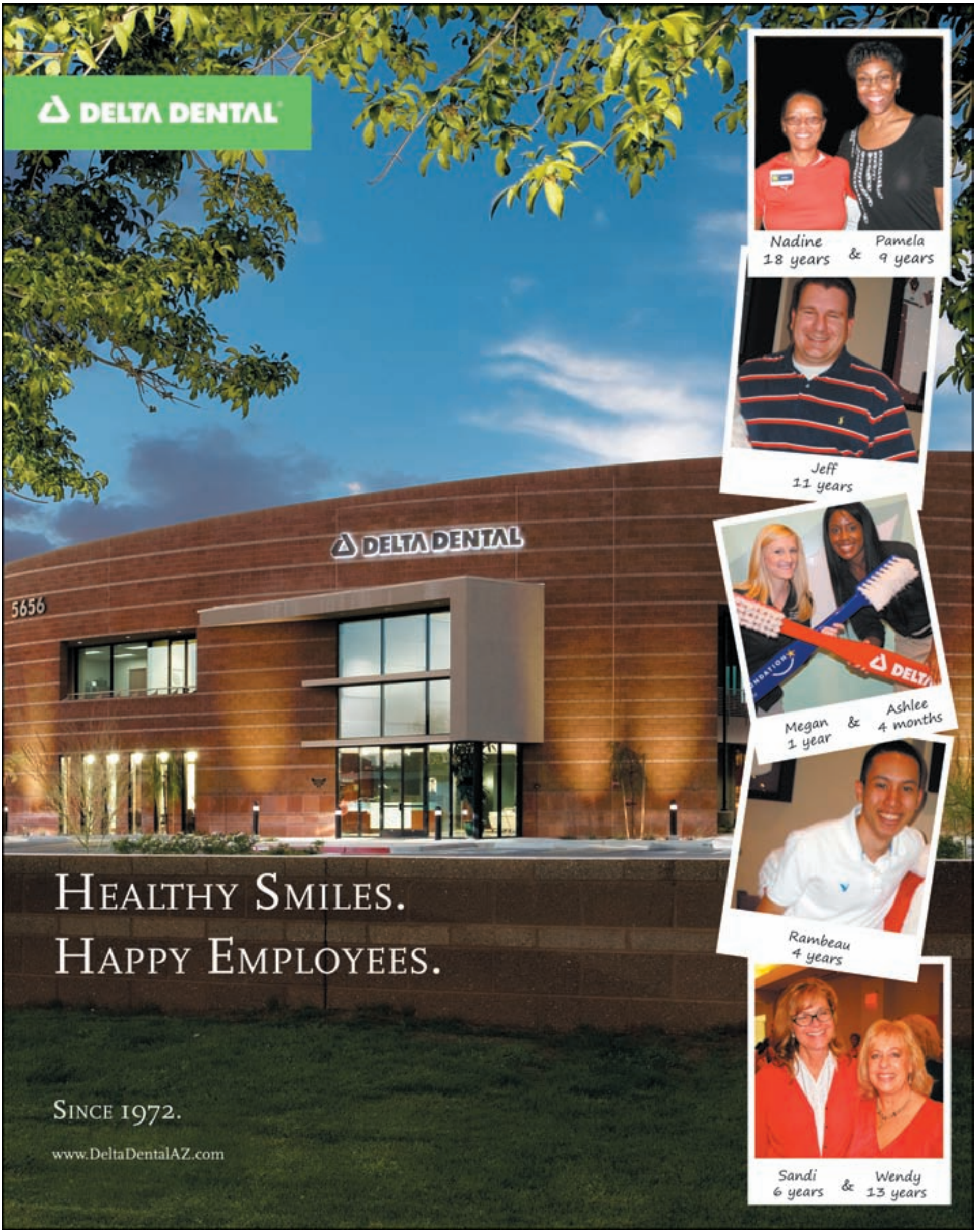
EMPLOYEES: 115

WEB:
www.homeownersfg.com



**Homeowners
Financial Group
has grown from
14 employees
when it was
founded in
2004, to
115 employees
this year.**

JIM POULIN | PHOENIX
BUSINESS JOURNAL



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Jeff 11 years



Megan 1 year & Ashlee 4 months



Rambeau 4 years



Sandi 6 years & Wendy 13 years

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Another look...

Veterans of the list

Top-placing firms, Medium category, 2008-present

ACTIVE STREAKS

FIVE IN A ROW:

Homeowners Financial Group USA LLC: 2012 (1), 2011 (2*), 2010 (3*), 2009 (1*), 2008 (2*)

Arizona Diamondbacks: 2012 (4), 2011 (5), 2010 (5), 2009 (10), 2008 (9)

McCarthy Building Companies Inc.: 2012 (7), 2011 (11), 2010 (4), 2009 (1), 2008 (3)

FOUR IN A ROW:

Osborn Maledon PA: 2012 (3), 2011 (2), 2010 (2), 2009 (8)

Quarles & Brady LLP: 2012 (13), 2011 (12), 2010 (8), 2009 (13)

CSW Contractors Inc.: 2012 (15), 2011 (15), 2010 (17), 2009 (21)

THREE IN A ROW:

Nova Home Loans: 2012 (2), 2011 (10*), 2010 (3)

TWO IN A ROW:

V.I.P. Mortgage Inc.: 2012 (9), 2011 (4)

FireSky Resort and Spa: 2012 (10), 2011 (3)

Ernst & Young LLP: 2012 (11), 2011 (8)

Datasphere Technologies Inc.: 2012 (11*), 2011 (7)

Henry & Horne LLP: 2012 (17), 2011 (14)

Tri-City Cardiology: 2012 (21), 2011 (18)

Valley Anesthesiology Consultants/MIM Solutions: 2012 (25), 2011 (17)

STREAKS OF THE PAST

FOUR IN A ROW:

Gallagher & Kennedy: 2011 (1), 2010 (1), 2009 (2), 2008 (8)

Source: Business Journal research * — Different category

About this list

SOURCE: Quantum Workplace.

NOTES: NA - not available PTO - paid time off

1100-249 employees. **2** 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. **3** Only a partial listing of the many special programs, benefits and perks offered by these companies.

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Rank 2012	Company name Address	Telephone Web	Local top executive, title	Total employees	Unique perks and practices
1	Homeowners Financial Group USA LLC 16427 N. Scottsdale Road, Ste. 280 Scottsdale 85254 www.homeownersfg.com	480-305-8500	Bill Rogers, president, CEO	108	a Best Places to Work top five finisher 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
2	Nova Home Loans 2850 E. Camelback Road, Ste. 270 Phoenix 85016 www.novahomeloans.com	602-224-4840	Geri Farr, regional manager	120	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
3	Osborn Maledon PA 2929 N. Central Ave., 21st Floor Phoenix 85012 www.omlaw.com	602-640-9000	Scott Rodgers, managing partner	103	pizza Fridays, monthly firm-wide happy hour, casual Fridays, birthday gift cards, annual staff appreciation incentives, tenure bonuses
4	Arizona Diamondbacks 401 W. Jefferson St. Phoenix 85004 www.dbacks.com	602-462-6500	Derrick Hall, president, CEO	233	D-backs Give Back Volunteer League: nine teams of 12 employees created independent charitable projects with nonprofit organizations, with the winners earning a trip to the Dominican Republic, to take part in another project
5	Yodle 1375 N. Scottsdale Road Scottsdale 85257 www.yodle.com	646-898-3787	David Williams, area sales director	120	a committee dedicated to social and philanthropic companywide events - previous have included Super Bowl parties, family nights, Skip Lunch Fight Hunger initiative, coat drives, etc.; free healthy snacks, food, and drinks at all times
6	FlexPrint Inc. 2845 N. Omaha St. Mesa 85215 www.flexprintinc.com	480-368-0011	Frank Gaspari, CEO	110	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 year of car payments
7	McCarthy Building Companies Inc. 80 E. Rio Salado Pkwy., Ste. 310 Tempe 85281 www.mccarthy.com	480-449-4700	Bo Calbert, Southwest region president	210	McCarthy owns four condominiums for the vacation use of employees. The condos - in Breckenridge, Colo.; Park City, Utah; Orlando, Fla.; and Lake of the Ozarks, Mo. - are free to employees for one-week periods
8	Limelight Networks Inc. 222 S. Mill Ave. Tempe 85281 www.llnw.com	602-850-5000	Jeff Lunsford, CEO	240	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
9	V.I.P. Mortgage Inc. 4900 N. Scottsdale Road Scottsdale 85258 www.vipmtginc.com	480-966-0919	Jay Barbour, president	178	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
10	FireSky Resort and Spa 4925 N. Scottsdale Road Scottsdale 85251 www.fireskyresort.com	480-945-7666	Cheryl Martin, general manager	175	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
11	Ernst & Young LLP 2 N. Central Ave., Ste. 2300 Phoenix 85004 www.ey.com	602-322-3000	Ron Butler, Arizona mng. partner	202	company policies, programs and benefits to help people succeed in all aspects of life include personal financial planning, commuter benefits, employee discounts, flexible work arrangements, back-up child care, adoption assistance and more
12	Hotel Palomar 2 E. Jefferson St. Phoenix 85004 hotelpalomar-phoenix.com	602-253-6633	Jim Hollister, General Manager	163	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 employee recognition and department volunteer days
13	Quarles & Brady LLP 2 N. Central Ave. Phoenix 85004 www.quarles.com	602-229-5200	Jon Pettibone, Phoenix office mng. partner	200	flextime program to obtain needed work hours in fewer days; remote network access for working from home; part-time and reduced hour work; employee assistance program; free, onsite child care; backup child/elder care services
14	City Property Management Co. 4645 E. Cotton Gin Loop Phoenix 85040 www.cityproperty.com	602-437-4777	Patti Garvin, president	155	each Friday breakfast is brought in to the staff with a presentation from vendors; CPMC and its employees support the community through various fund-raising walks, animal adoption and local food drives
15	CSW Contractors Inc. 6135 N. Seventh St., Ste. 105 Phoenix 85014 www.cswcontractors.com	602-266-7000	Robert Meyers, CEO	120	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
16	Suntech Arizona 3801 S. Cotton Lane, Ste. 180 Goodyear 85338 www.suntech-power.com	623-882-8500	Jerry Liu, general mgr.	100	company salutes its people by providing monthly birthday celebrations and holiday parties; to thank employees for their hard work, less-prominent holidays such as national watermelon day and national doughnut day are celebrated
17	Henry & Horne LLP 2055 E. Warner Road, Ste. 101 Tempe 85284 www.hhcpa.com	480-839-4900	Chuck Inderieden, mng. partner	109	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
18	Nextiva Inc. 8800 E. Chaparral Road, Ste. 300 Scottsdale 85250 www.nextiva.com	480-525-8474	Thomas Gorny, CEO	140	free breakfast and assorted fruits daily, free snacks all day and every day, free specialty coffee; free bagels, danishes and fruit on Wednesdays, free lunch on Fridays; game room, casual work environment, random fun events
19	Bonneville Media Phoenix 7740 N. 16th St., Ste. 200 Phoenix 85020 www.ktar.com	602-274-6200	Scott Sutherland, v.p., market manager	175	Department of Fun plans a fun activity each month; there is also a monthly newsletter, and a weekly employee spotlight video; Best of Bonneville program honors three employees each month for their contributions
20	Desert Botanical Garden 1201 N. Galvin Pkwy. Phoenix 85008 www.dbg.org	480-941-1225	Ken Schutz, executive director	183	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
21	Tri-City Cardiology 6402 E. Superstition Springs Blvd., Ste. 224 Mesa 85206 www.tricitycardiology.com	480-835-6100	Ken Frandsen, CEO	170	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
22	IO 615 N. 48th St. Phoenix 85008 www.io.com	480-513-8500	George Slessman, CEO	176	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
23	EPCOR Water USA 2355 W. Pinnacle Peak Road Phoenix 85027 www.epcor.com	623-445-2455	Joe Gysel, president	175	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
24	Redflex Traffic Systems Inc. 23751 N. 23rd Ave. Phoenix 85085 www.redflex.com	623-207-2000	Karen Finley, CEO	220	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 iPods, free day off work coupons, etc.
25	Valley Anesthesiology Consultants/MIM Solutions 1850 N. Central Ave., Ste. 1600 Phoenix 85004 www.valley.md	602-262-8901	Aubrey Maze M.D., CEO	202	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

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TOP OF THE LIST
MEDIUM COMPANIES

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



Farr

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: 11
INDUSTRY: Legal services



Rodgers

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.



Hall



PROVIDED BY YODLE INC.

Yodle Inc. gives its employees tickets to sporting events and concerts.

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

CONTINUED ON PAGE 34

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Jon Felora

President, Fry's Food Stores



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PROVIDED BY FLEXPRINT INC.

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

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

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

6. FLEXPRINT INC.

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



Gaspari

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



Calbert

CONTINUED ON PAGE 35



PROVIDED BY V.I.P. MORTGAGE INC.

V.I.P. Mortgage Inc. employees at a golf tournament.

FROM PAGE 34

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



Lunsford

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



PROVIDED BY MCCARTHY BUILDING COMPANIES INC.

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

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



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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 what helped earn the company the title of Best Place to Work for 2012 among small businesses.

Moss said Govig & Associates' impressive average tenure 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.

BEST
SMALL
COMPANY

GOVIG & ASSOCIATES

PRESIDENT/CEO:
Todd Govig

HQ: Scottsdale

FOUNDED: 1978

EMPLOYEES: 71

WEB:
www.govig.com



Govig & Associates tries to help keep its employees healthy by providing annual checklists, with reminders and referrals for medical checkups.

JIM POULIN | PHOENIX BUSINESS JOURNAL

TOP OF THE LIST
SMALL COMPANIES

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



PROVIDED BY LIFETREE MANUFACTURING INC.

Lifetree Manufacturing Inc. employs 62 at its Tempe manufacturing plant.

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



Another look...

Veterans of the list

Top-placing firms, Small category, 2008-present

ACTIVE STREAKS

FIVE IN A ROW:

Govig & Associates: 2012 (1), 2011 (7), 2010 (8), 2009 (9), 2008 (12)

Adolfson & Peterson Construction: 2012 (3), 2011 (6), 2010 (4), 2009 (10), 2008 (2*)

DPR Construction: 2012 (5), 2011 (8), 2010 (5), 2009 (2), 2008 (10*)

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)

Burch & Cracchiolo PA: 2012 (14), 2011 (21), 2010 (17), 2009 (4*), 2008 (6*)

Transwestern: 2012 (23), 2011 (22), 2010 (18), 2009 (19), 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 (21)

Goodmans Interior Structures: 2012 (25), 2011 (29), 2010 (23)

TWO IN A ROW:

IT1: 2012 (4), 2011 (5)

Grant Thornton LLP: 2012 (19), 2011 (28)

Southwest Autism Research & Resource Center: 2012 (28), 2011 (13)

Commercial Properties Inc.: 2012 (18), 2011 (26)

STREAKS OF THE PAST

FOUR IN A ROW:

Statera: 2011 (3), 2010 (7), 2009 (3), 2008 (7)

The Lavidge Co.: 2011 (19), 2010 (13), 2009 (18), 2008 (11)

THREE IN A ROW:

The Dollarhide Financial Group LLC: 2011 (4), 2010 (1), 2009 (5)

Source: Business Journal research

* — Ranking in another category. For the purposes of this look back, firms are included in their 2012 categories

About this list

SOURCE: Quantum Workplace

NOTES: DND - did not disclose. PTO - paid time off

150 to 99 employees. 2 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. 3 Only a partial listing of the many special programs, benefits and perks offered by these companies

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Research by
DALE BROWN

dbrown@bizjournals.com | 602-308-6511

Rank 2012	Company name Address	Telephone Web	Local top executive, title	Total employees	Unique perks and practices ³
1	Govig & Associates 4800 N. Scottsdale Road, Ste. 2800 Scottsdale 85251	480-718-6100 www.govig.com	Todd Govig, president, CEO	63	two annual award trips - 2012 destinations were the Bahamas and San Diego; office offerings include CEO-cooked pancake breakfast, happy hours, hot dog day, gummy bear day, ice cream day, pizza party, or birthday treats
2	Lifetree Manufacturing 2401 W. First St. Tempe 85281	480-477-9075 www.lifetreemfg.com	Brandon Martin, COO	67	free nutrition supplements to all employees; dinner with an executive once a month for cost saving suggestions; employee discounts on computer equipment
3	Adolfson & Peterson Construction 5002 S. Ash Ave. Tempe 85282	480-345-8700 www.a-p.com	Bryan Dunn, sr. v.p.	61	fully-stocked kitchen with fresh groceries every Monday, Wi-Fi-enabled cafeteria, tuition reimbursement for unlimited continuing education in the industry, annual bonuses, hybrid company vehicles (including a Smart Car anyone can use)
4	IT1 4110 N. Scottsdale Road, Ste. 300 Scottsdale 85251	877-777-5995 www.it1.com	Bryan Clifton, principal	71	annual golf outing, bringing in out-of-state employees and many different clients, paid for by IT1; company frequently puts on friendly competitions to increase morale and offer potential gifts; catered breakfast and lunch events
5	DPR Construction 222 N. 44th St. Phoenix 85034	602-808-0500 www.dpr.com	Dave Elrod	95	\$5,000 per child adoption assistance, kitchen stocked with food and beverages every day, locker rooms/showers in-house and accessible 24 hours per day, tickets to sports, music and art events
6	41st Parameter 17851 N. 85th St. Scottsdale 85255	888-843-4178 www.the41st.com	Alan Naumann, CEO	60	free, hot, gourmet-catered lunches every day, \$50 Starbucks cards each month, free gym memberships
7	Ulthera Inc. 1840 S. Stapley Drive, Ste. 200 Mesa 85204	480-619-4069 www.ulthera.com	Matt Likens, CEO	55	Ulthera moving to a new facility in November with on-site workout room, locker room, shower and spa treatment rooms where Ultherans can get free treatments (usually a \$3000 treatment) as well as free drinks
8	Ashton Tiffany LLC 333 E. Osborn Road, Ste. 300 Phoenix 85012	602-257-9119 www.ashtontiffany.com	John Ashton, Mike Tiffany, principals	80	the company holds numerous social events including: spring training games, ASU vs. UofA office tailgate, Salt River tubing, a Halloween costume contest, Camp Chaos for employees' kids, Diamondbacks tickets and others
9	Wallick & Volk 7033 E. Greenway Pkwy. Scottsdale 85254	480-951-5880 www.wvmb.com	David Heuermann, sr. v.p.	70	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
10	Tempe Schools Credit Union 2800 S. Mill Ave. Tempe 85282	480-967-9475 www.tscu.org	Margaret Hunnicutt, president, CEO	60	employee account and loan benefits, 11 paid holidays, paid time off
11	Datasphere Technologies Inc. 1560 W. Fountainhead Pkwy. Tempe 85282	480-253-9454 www.datasphere.com	Daniel Dwyer, general manager	95	monthly company lunch, quarterly parties, poker nights, "Sphere Olympics," prize giveaways, employee referral prizes, iPad/Kindle Fire giveaways, laid-back dress code
12	Pinnacle Capital Mortgage Corp. 7250 N. 16th St., Ste. 310 Phoenix 85020	602-345-2300 www.pcmloan.com	Bradley Allen, regional production mgr.	94	100% medical coverage employee only, medical coverage for family, same sex benefits for registered domestic partners
13	Sanders & Parks PC 3030 N. Third St., Ste. 1300 Phoenix 85012	602-532-5600 www.sandersparks.com	Mark Worischek, president	63	free underground parking, casual Fridays, carpool subsidy, paid bus and light rail cards, quarterly birthday celebrations, annual employee picnic and holiday party, flexible work hours, breakroom with Internet cafe
14	Burch & Cracchiolo PA 702 E. Osborn Road, Ste. 200 Phoenix 85014	602-234-8746 www.bcatorneys.com	Ed Bull, president, shareholder	92	holiday party, firm picnic, monthly Friday Jeans Day and lunch, firm bowling parties, volunteerism on company time, employee sponsorship support of community volunteer activities or sports teams of children/grandchildren
15	Performance Software 2095 W. Pinnacle Peak Road, Ste. 120 Phoenix 85027	623-780-1517 www.psware.com	Raj Ghate, general manager	95	profit sharing, Friday company happy hour, yearly all-company family trip, chair massages, quarterly company event such as bowling, golf, etc.; voluntary-participation 9/80 work schedule with every other Friday off
16	E.B. Lane 733 W. McDowell Road Phoenix 85007	602-258-5263 www.eblane.com	Beau Lane, CEO	51	Halloween and yearend holiday parties 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
17	WebPT Inc. 605 E. Grant St., Ste. 200 Phoenix 85004	866-221-1870 www.webpt.com	Brad Jannenga, chairman, president, CTO	95	lacking a corporate dress code, WebPT's culture team hosts company-wide dress-up days with themes like Superheroes, Olympics and College Colors; the culture team also organizes neighborhood charity initiatives on a quarterly basis
18	Commercial Properties Inc. 2323 W. University Drive Tempe 85281	480-966-2301 www.cpiaz.com	Leroy Breinholt, president	83	corporate retreats in Show Low and in Rosarito, Mexico; eight-passenger company Airplane; two big-screen TVs and two cable TVs; company breakroom with self-serve popcorn machine; cell phone service and Costco membership discounts
19	Grant Thornton LLP 2398 E. Camelback Road, Ste. 600 Phoenix 85016	602-474-3400 www.grantthornton.com	Ralph Nefdt, managing partner	60	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
20	National Laser Institute 16601 N. 90th St. Scottsdale 85260	800-982-6817 www.nlionline	Louis Silberman, president	56	weekly yoga classes offered for employees, who are also rewarded with various perks for reaching monthly and seasonal goals with prizes ranging from dinners at local restaurants to chauffeured trips to Las Vegas
21	Vision Community Management 9633 S. 48th St., Ste. 150 Phoenix 85044	480-759-4945 www.wearevision.com	Darin Fisher, CEO	60	monthly raffles and giveaways at staff meetings, with prizes such as massage packages, iPads and cash; at year's end, the company holiday party features more than 200 prize giveaways, including a Hawaiian vacation
22	KnowledgeNet 2544 W. University Drive Phoenix 85034	602-797-2700 www.knowledgenet.com	Rob Johnson, managing partner	88	quarterly company BBQ, holiday party and holiday gifts for all employees' children under the age of 18; employee-managed charitable giving committee that allocates \$10,000 annually to local charities; employee recognition committee
23	Transwestern 2415 E. Camelback Road, Ste. 900 Phoenix 85016	602-956-5000 www.transwestern.net	Bill Zurek, sr. v.p.	69	entrepreneurial culture, performance-based bonuses, paid community service time, active wellness program, annual holiday party, annual awards luncheon at Lucky Strike, and new sustainable office design with a Wii console in the breakroom
24	Cosmopolitan Medical Communications/ AnswerNow 5665 W. Beverly Lane, Glendale 85306	602-331-1333, cosmomed.com	Michelle Weiss, vice president	98	monthly BBQs, monthly/quarterly team competitions, attendance/performance bonuses, opportunities to earn paid vacations, employee discount club, Suns ticket discounts, casual Fridays/weekends, break room with free Internet access
25	Goodmans Interior Structures 1400 E. Indian School Road Phoenix 85014	602-263-1110 www.goodmans.info	Adam Goodman, president, CEO	91	the leadership team regularly celebrates great customer feedback by buying lunch for everyone in the company, and twice a year spends the day washing employee vehicles to show their appreciation for a job well done
26	Valley of the Sun United Way 1515 E. Osborn Road Phoenix 85014	602-631-4800 www.vsuw.org	Merl Waschler, president, CEO	95	employees work with great people to improve lives in our community: they endeavor to end hunger and homelessness, ensure that children and youth succeed, and increase the financial stability of people here in Maricopa County
27	Delta Dental of Arizona 5656 W. Talavi Blvd. Glendale 85306	602-938-3131 www.deltadentalaz.com	Allan Allford, president, CEO	63	free covered parking, annual onsite Health Fair, free flu shots, \$40 Visa gift card for employee's birthday and company anniversary, 11 paid holidays, paid jury duty, paid bereavement leave, company contributes to HSA
28	Southwest Autism Research & Resource Ctr. 300 N. 18th St. Phoenix 85006	602-340-8717 www.autismcenter.org	Jeri Kendle, president, COO	80	all employees can directly see the impact of the services provided by SARRC to clients and their families who are affected by autism spectrum disorder and the joy this brings to those families
29	CBIZ MHM LLC 3101 N. Central Ave., Ste. 300 Phoenix 85012	602-264-6835 cbiz.com/cbizmhm-phoenix	Carlos Wagner, executive mng. director	85	executive team is committed to keeping teams motivated and appreciated throughout the year with event such as Busy Season Kick Off party, After Busy Season party, summer picnic, holiday party, tax season goodies and dinners
30	Sitewire 740 S. Mill Ave., Ste. 210 Tempe 85281	480-731-4884 www.sitewire.com	Margie Traylor, co-founder	68	Culture Club promotes team building and employee camaraderie through monthly activities and quarterly outings; annual bonuses for tenure; employee referral programs to help find quality employees and referring employee is rewarded

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: 602-808-0500

WEB: www.dpr.com

HQ: Redwood City, Calif.

TOP LOCAL EXECUTIVE: Dave Elrod, regional manager

EMPLOYEES: 95

FEMALE EMPLOYEES: 30

MINORITY EMPLOYEE: 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, re-group or escape for quiet time

6. 41ST PARAMETER

PHONE: 480.776.5500

WEB: www.the41st.com



JIM POULIN | PHOENIX BUSINESS JOURNAL

DPR Construction stocks its office kitchen with food and beverages every day and hosts wine tastings for its employees.

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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TOP OF THE LIST
SMALL COMPANIES

FROM PAGE 39

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: 57



Likens

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



PROVIDED BY TEMPE SCHOOLS CREDIT UNION

Tempe Schools Credit Union employees play softball in their off-hours.

8. ASHTON TIFFANY LLC

PHONE: 602-257-9119
WEB: www.ashtontiffany.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. WALICK & 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
COMPANY INDUSTRY:

Mortgage lending
COMPANY MISSION: Wallick & Volk's goal is to provide the highest standard of customer service, knowledge and integrity in mortgage lending.



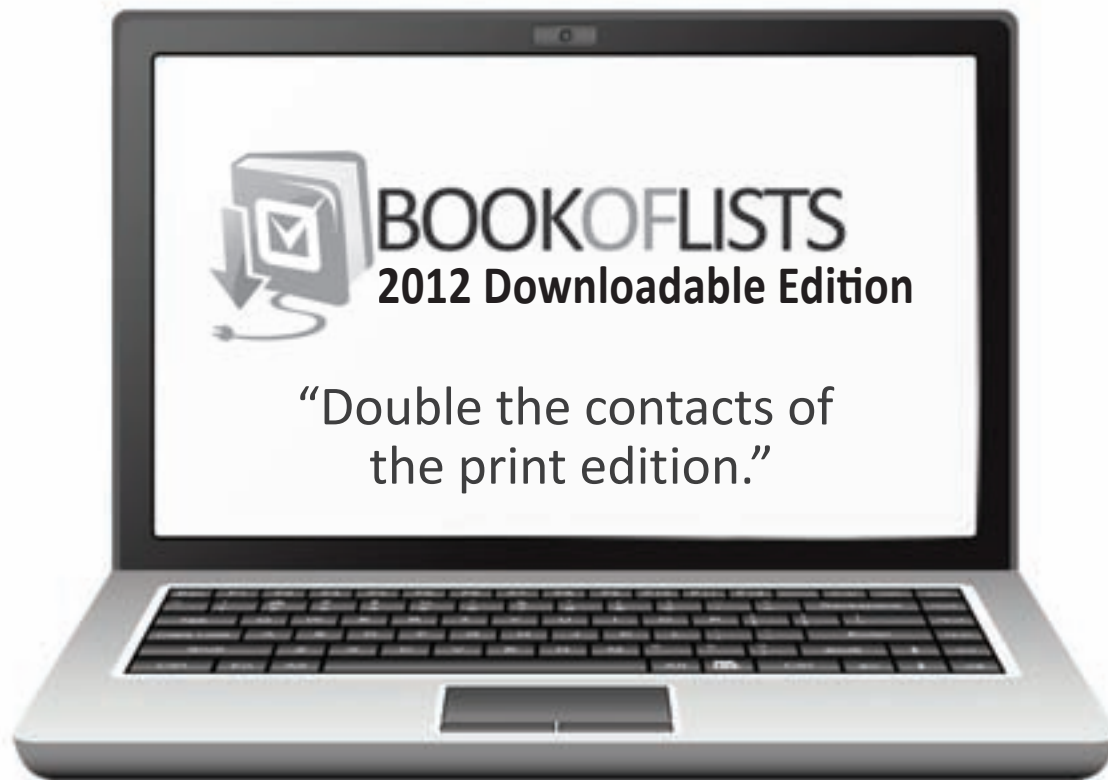
Heuermann

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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Empowerment, respect, reward

Professional Employee Solutions finds winning formula

BY LAURIE DEVINE | Contributing writer

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.

**BEST
MICRO
COMPANY**

"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 EMPLOYMENT SOLUTIONS

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.

JIM POULIN | PHOENIX
BUSINESS JOURNAL

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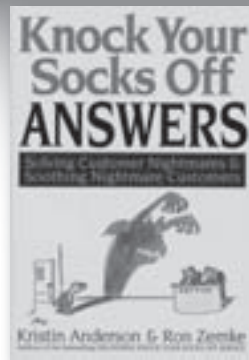
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Rank	Company name 2012 Address	Telephone Web	Local top executive, title	Total employees	Unique perks and practices
1	Professional Employment Solutions 14350 N. 87th St., Ste. 165 Scottsdale 85260	480-315-8600 www.pesinc.com	Erin Graham, president	12	vacation getaways to Cabo, snack bar, catered lunch, dry cleaning, car wash, Cold Cash Fridays, bring your pet to work on Fridays, shopping blitz to Scottsdale Fashion Center
2	CyberTrails 1919 W. Lone Cactus Drive Phoenix 85027	623-434-6000 www.cybertrails.com	Rick Estrada, v.p., sales & marketing	23	company barbecues, holiday party, free beverages, free gourmet coffee and breakfast items, overnight resort stays for holiday parties, employee appreciation events
3	I-ology 15279 N. Scottsdale Road, Ste. 260 Scottsdale 85254	480-850-2800 www.i-ology.com	Trish Bear, president, CEO	12	no-cubicle working environment, staff involvement with hiring, open communications with management, quarterly staff events and happy hours, open-book policy with company finances, employee incentive program
4	Triadvocates LLC 2 N. Central Ave., Ste. 900 Phoenix 85004	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 location with scheduled free-time; employee family members included on retreat and in special dinner to acknowledge their contributions
5	Marcus Networking Inc. 1208 E. Broadway Road, Ste. 106 Tempe 85282	602-427-5027 www.marcusnetworking.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	Ventana Fine Properties 20865 N. 90th Place, Ste. 105 Scottsdale 85255	480-538-2124 ventanafineproperties.com	John Birsner, broker/owner	30	the company believes each individual can, and must, make a difference in how we experience life while living in communion with each other; as a team strengthened by this belief, we deliver world-class service
7	MJ Insurance Inc. 2730 E. Camelback Road, Ste. 250 Phoenix 85016	602-772-3300 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	SEI Phoenix LLC 7702 E. Doubletree Ranch Road Scottsdale 85258	480-607-2635 www.sysev.com	Aaron Detzer, managing director	11	quarterly meetings at The Montelucia, spring picnic/ pool party, staff meetings at trendy Scottsdale Quarter restaurants, family outings to the Phoenix Zoo, dinner with all staff and their significant others at Dominick's
9	R&R Partners 101 N. First Ave., Ste. 2900 Phoenix 85003	480-317-6040 www.rrpartners.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 egg hunts; chili cook-offs; and sporting events
10	Desert Car Care Service Centers 2341 S. Val Vista Drive Gilbert 85295	480-855-8300 www.desertcarcare.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 business day our teams compete with "BBQ luncheons" from store to store
11	Gorilla Capital 4539 N. 22nd St. Phoenix 85016	877-915-4062 www.gorillacapital.com	Benjamin Bazer, Arizona president	10	pet-friendly environment, seasonal events with one annual out-of-state event, employee access to internal Gorilla Store, with "bananas" awarded for outstanding work, time of employment, etc., used to purchase items
12	Crawford Mechanical Services 408 S. Hamilton Court Gilbert 85233	480-722-1267 www.cmsaz.com	Bryan Crawford, managing member	18	quarterly 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
13	The James Agency 4002 N. Miller Road, Ste. 200 Scottsdale 85251	480-248-6710 www.thejamesagency.com	Veronique James, president	11	monthly team building experience such as ice skating, broom ball, go-cart racing, pool day, trapeze flying, gift wrapping at Amazon; monthly lunch and learn forum where creative team shares ideas, industry insights, etc.
14	StormWind 14646 N. Kierland Blvd. Scottsdale 85254	800-850-9932 www.stormwind.com	Tom Graunke, CEO	40	fully stocked drink cooler and healthy snack options provided throughout the day, as well as Ice Cream Fridays; co-founder Corey Frank can often be found grilling on the outside patio for staff lunch days
15	Catalyst Media Design 6991 E. Camelback Road, Ste. B-295 Scottsdale 85251	480-471-8390 catalystmediadesign.com	Liz Scott, partner	10	the staff is treated to lunch monthly; in addition all are invited to a day at Wet 'n' Wild waterpark each summer, paid by the company and included as a paid work day
16	Cresa Phoenix 2398 E. Camelback Road, Ste. 900 Phoenix 85016	602-648-7373 www.cresa.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
17	Chasse Building Team 2400 W. Broadway Road Mesa 85202	480-425-7777 www.chasse.us	Barry Chasse, 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
18	Rose Law Group pc 6613 N. Scottsdale Road, Ste. 200 Scottsdale 85250	480-505-3936 www.roselawgroup.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 for everyone at firm
19	GPE Companies 2777 E. Camelback Road, Ste. 230 Phoenix 85016	480-994-8155 www.gpe1.com	David Genovese, president	20	employees can earn GPE Bucks to purchase days off, tickets to sporting events, high end items such as Keurig coffee pots, tasty treats or premium parking spaces; quarterly company mixers offer fun activities
20	Orchard Medical Consulting 3033 N. Central Ave., Ste. 800 Phoenix 85012	602-942-4700 www.orchardmed.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 are frequent company lunches and outings
21	Lucid Agency 51 W. Third St., Ste. E101 Tempe 85281	480-219-7257 www.lucidagency.com	Scott Kaufmann, president	11	five-plus weeks paid vacation per year, quarterly company outings, spot bonuses, ping pong, tablets for all employees, breakfast-and-learn sessions
22	ZOG Digital 18835 N. Thompson Peak Pkwy. Scottsdale 85255	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 frown upon bringing your dog to work or taking some time to have a quick office ping-pong tournament
23	Bennett and Porter Insurance Services 3200 N. Hayden Road, Ste. 310 Scottsdale 85251	480-212-1150 www.bapins.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
24	Renters Warehouse Arizona Inc. 4620 N. 16th St., Ste. A-103 Phoenix 85018	480-626-2226 phoenix.renterswarehouse.com	Kevin Ortner, president	14	performance-based bonuses, career advancement opportunities, executives' open door policy, unlimited supply of energy drinks for staff
25	Pyxl 21 E. Sixth St., Ste. 114 Tempe 85281	480-745-2575 www.thinkpyxl.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 charity, sponsorship/donations for charity events
26	The Logistics Group 4350 E. Ray Road, Ste. 109 Phoenix 85044	480-704-0300 www.logisticsgroupaz.com	Christine Badgley, joint CEO/president	28	increased 401(k) match up to first 5 percent, local and global community initiatives supporting two employees on a Honduras trip to build homes for the homeless; holiday parties, enhanced work environment with security system
27	Team Orthodontics 4350 E. Ray Road Phoenix 85044	480-759-3333 www.teamorthodontics.com	Ken Danyluk, orthodontist and practice owner	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
28	SiteLock 8800 E. Chaparral Road, Ste. 300 Scottsdale 85250	480-525-8474 www.sitelock.com	Thomas Gorney, CEO	12	free breakfast daily; free snacks, fruit, power bars and cheese daily; free bagels, danish and fruit every Wednesday; free lunch every Friday; game room and random team-building/fun events
29	United Pet Care LLC 6232 N. Seventh St. Phoenix 85014	602-266-5303 www.unitedpetcare.com	Doris Amdur, principal, president	10	pet health care membership, monthly lunch meetings, monthly incentive awards, holiday parties, helping animal shelters
30	Axosoft LLC 13835 N. Northsight Blvd. Scottsdale 85260	480-362-1900 www.axosoft.com	Hamid Shojaee, CEO	30	lunch is brought in on Monday and sandwiches on Tuesdays for the team to have during the week; fitness center and showers allow employees to work out and shower before, during or after work

Another look...

Veterans of the list

Top-placing firms, Micro category, 2008-present

ACTIVE STREAKS

FIVE IN A ROW:

Rose Law Group pc: 2012 (18), 2011 (24), 2010 (26), 2009 (4), 2008 (3)

Orchard Medical Consulting: 2012 (20), 2011 (25), 2010 (21), 2009 (7), 2008 (20)

FOUR IN A ROW:

Professional Employment Solutions: 2012 (1), 2011 (19), 2010 (6), 2009 (30)

The Logistics Group: 2012 (26), 2011 (26), 2010 (16), 2009 (21)

THREE IN A ROW

GPE Companies: 2012 (19), 2011 (11), 2010 (11)

TWO IN A ROW:

Catalyst Media Design/d.b.a. Media Group LLC: 2012 (15), 2011 (1)

MJ Insurance Inc.: 2012 (7), 2011 (7)

Crawford Mechanical Services: 2012 (12), 2011 (8)

Lucid Agency: 2012 (21), 2011 (5)

Renters Warehouse Arizona: 2012 (24), 2011 (3)

Chasse Building Team: 2012 (17), 2011 (20)

STREAKS OF THE PAST

FOUR IN A ROW:

United Parking Systems: 2011 (10), 2010 (1), 2009 (3), 2008 (4)

THREE IN A ROW:

Crosby/Wright: 2010 (10), 2009 (26), 2008 (16)

Pro-Copy Office Solutions Inc.: 2010 (15), 2009 (13), 2008 (9)

About this list

SOURCE: Quantum Workplace

NOTES: DND - did not disclose PTO - paid time off

1 Ten to 49 employees. **2** 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. **3** Only a partial listing of the many special programs, benefits and perks offered by these companies

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TOP OF THE LIST
MICRO COMPANIES

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



Estrada



PROVIDED BY I-OLGY

Scottsdale-based I-Ology creates Web-based tools to help clients streamline their businesses. Employees are incentivized with profit sharing based on quarterly growth.

3. I-OLGY

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 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.



Kimberly

5. MARCUS NETWORKING INC.

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

CONTINUED ON PAGE 47



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FROM PAGE 46

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;



PROVIDED BY VENTANA FINE PROPERTIES

Ventana Fine Properties has an on-site workout facility at its Scottsdale office.

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



PROVIDED BY MJ INSURANCE INC.

MJ Insurance employees pack Easter baskets.

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

OUR EMPLOYEES INSPIRE US EVERY DAY.

We are proud to be nominated as one of Arizona's 2012 Best Places to Work. We attract, motivate and retain professionals inspired by the entrepreneurial spirit of innovation.

IO leads the industry in designing, developing and manufacturing modular data center technologies in Arizona - creating value for our customers, partners, employees and communities around the world.

Thank you, Team IO!



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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



PROVIDED BY R&R PARTNERS

R&R Partners pays for 100 percent of medical benefits for its staff and their families.



PROVIDED BY DESERT CAR CARE SERVICE CENTERS

Chandler's Desert Car Care Service Centers rewards its staff with weekend retreats, concerts and barbecues.

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Partner
Arizona Breast Cancer Specialists

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