

PHOENIX
BUSINESS JOURNAL



BEST PLACES TO WORK
2016

EXPLORING THE COMPANIES DISCOVER NEW WAYS TO MAKE THEIR EMPLOYEES, OFFICES GREAT WORKPLACE

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VALLEY COMPANIES FACING A POSITIVE FUTURE

It's time again for our annual Best Places to Work awards, and as usual there is no shortage of companies making their environments one that attracts businesses and workers.

This year's theme for our event was a little more futuristic. When we looked at what those companies that applied for the honor, we found that a lot of them weren't just looking at today's employees, but at creating a culture that would last into the future.

That's important. Workplace demographics are changing. In a few years, millennials will be the largest age group working in the U.S., and the changes they've brought with them will continue to have an effect.

But it isn't just them. Generation X will become the new business leaders as many baby boomers begin stepping into retirement. That generation was the leading edge of seeking out a work-life balance, and calls for employees to continue that only have increased.

In many cases, the companies on this year's lists are not new. At the same time, they have not sat idle with their culture. Most of them have kept one eye on the present with another on the future in order to build a culture that will last.

So congratulations to those Best Places to Work, and here's to the future!
— Patrick O'Grady

On behalf of Desert Schools Federal Credit Union, I'd like to congratulate all the nominees, finalists and winners of this year's Best Places to Work. Desert Schools is committed to being a Best Place to Work ourselves, and we proudly participate in this outstanding program. It aligns with our mission, values and culture as a locally-based organization. We are focused on quality-of-life issues and creating shared prosperity with our members and employees. Valley residents rely on Desert Schools as a financial partner who has their best interest at heart. Their membership puts money directly back into their households, and empowers us to invest in our community, our employees, their families, and the credit union itself. Together we make it happen, just as you do to turn your organizations into the Valley's Best Places to Work. Hats off to you on your achievement!

Sincerely,



Susan Frank | Chief Executive Officer
Desert Schools Federal Credit Union



MSEC Congratulates all of the 2016 Best Places to Work winners and nominees!

MSEC is a non-profit membership organization that is the professional, cost-effective resource of choice for employers in all areas of employment law, human resource consulting, training, and surveys.

Call 800.437.9262 or visit MSEC.org.





COMPANY SIZE: Micro

1. LOUD RUMOR

LOCAL LEADER: Mike Arce **TITLE:** Founder and CEO **LOCATION:** Scottsdale

When it comes to fitness, LoudRumor is trying to create a niche. A marketing agency that specializes in fitness, LoudRumor is finding unique ways to bring its team together. Among its efforts are team building that includes working poolside and karting, to using the MyDojo app to offer praise to employees that go above and beyond. It also includes weekly one-on-one meetings between the leadership team and employees.

Why do you think your company or organization was named a BPTW? Loud Rumor encourages all its employees to constantly learn, grow, share ideas and be innovative. We follow our core values and have built a culture that’s made this a safe place for all of our team members.

What is your favorite/most effective perk that your company or organization offers? Understanding. It might not be a

common perk that people mention, but there’s always understanding with personal needs when it comes to a flexible schedule, remote work if necessary, and so much more.

What does your company or organization do to promote teamwork? Team-building activities, group trips out-of-state, rewards when numbers are hit (such as overnight trips to Talking Stick) and more.

What has been your company or organization’s most successful team-building activity? A trip to California for IDEA World.

What does it mean to achieve Best Places to Work status? It means that all of the hard work we put into our culture, processes and team members have not only paid off, but created something that we will always be incredible proud of and thankful for.

2. THE JAMES AGENCY

LOCAL LEADER: Veronique James
TITLE: Founder and CEO
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW?

The James Agency understands that a positive work-life blend is necessary and try to provide my employees with as much flexibility as possible to balance their work and personal lives. The people, perks, culture and supportive environment are the main reasons we have such low employee turnover and have been named a Best Place to Work for the past five years.

What is your favorite/most effective perk that your company or organization offers? Employees receive two weeks of paid time off during the holidays, which is a perk that's fairly unheard of in our industry. Our team works so hard throughout the year that it's important to give employees time to rest, recharge and enjoy time off with their families and friends.

What does your company or organization do to promote teamwork? Communication and teamwork are essential for the success of our company. To keep everyone connected, we meet as an agency every Monday morning for our weekly production meeting. Before business discussions begin, we start with a one word open for a pulse on how team members feel. Then, the team participates in an icebreaker activity, working together to solve a puzzle, play a game or accomplish some type of wacky feat. It's a great way to start our week.

What has been your company or organization's most successful team-building activity? Probably the most successful is our annual summer overnight trip to my family's cabin in Prescott. We divide the agency into

small teams to prepare meals, make drinks, plan games and clean up. During our family-style dinner, we go around the table and give gratitude.

What does it mean to achieve Best Places to Work status? I believe that my team is the reason for the agency's success, so it's incredibly rewarding and humbling to know that they love coming to work everyday and care about the company and our values as much as I do.

3. HEADFARMER LLC

LOCAL LEADER: Eric Ryan and Jessica Corral
TITLE: Partners
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? Headfarmer believes we are a summation of the team we have, how we impact each other and foster a team-driven, fun, impactful environment. We support each other and strive to be our personal best each and every day.

What is your favorite/most effective perk that your company or organization offers? For a small company, we offer top-tier benefits, including a 401(k) match, profit sharing and work flexibility.

What does your company or organization do to promote teamwork? Teamwork is the crux of how we operate as a recruiting team. We have a business model that rewards teamwork, and everyone knows they will be more successful individually if they partner with everyone as a team.

What has been your company or organization's most successful team-building activity? We recently teamed up at a virtual shooting range and had fun and fostered teamwork. We also plan on servicing a local nonprofit this year around the holidays as a team.

What does it mean to achieve Best Places to Work status? Best Places to Work status means that our team believes in themselves and their colleagues and knows that collectively we can make a difference in our candidates lives and client successes.

5. SMALL GIANTS

LOCAL LEADER: Danielle Feroletto
TITLE: President
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Small Giants was nominated because our all-female team is innovative, goal-achieving, proud of one another's successes and supportive throughout times of setback. We pride ourselves on being women-in-the-know in a male-dominated market.

What is your favorite/most effective perk that your company or organization offers? Continued education is the most effective perk that Small Giants offers all employees. Whether it be online or in-person classes, seminars, workshops or national conferences, Small Giants empowers and encourages employees to take advantage of any opportunity that invests in their skills and personal growth.

What does your company or organization do to promote teamwork? Each quarter, Small Giants hosts a wellness activity that promotes team building outside the office. In the past, wellness activities have included visiting the Phoenix Art Museum, going to a paint class, volunteering or going to a nice lunch. In addition, each month every employee randomly selected a wellness buddy, and throughout the month it's your duty to provide them with uplifting messages, pick-me-ups and maybe an invitation to go on a walk or to grab some coffee. It's a great way to get to know each person on the team.

What has been your company or organization's most successful team-building activity? Our wonderful clients often afford us the opportunity to tour their most exciting developments, and in addition to our wellness activities each month, going on tours has become one of our team's favorite team building activities.

What does it mean to achieve Best Places to Work status? Achieving recognition as a Best Place to Work, to us, means that the motivated women who have helped build the company have created a culture that encourages self-expression, passion and creativity in the workplace that aids in drawing more top-tier marketing professionals to our team.

6. SLALOM CONSULTING

LOCAL LEADER: Jim Sikora
TITLE: General manager
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? We have built our Phoenix office by hiring people that live our core values and are diverse, inclusive and support our company vision: to help empower a world in that every person loves their work and their life. We have a group of people who care about each other as individuals, and we want to serve our Phoenix community in a way that no other company has.

What is your favorite/most effective perk that your company or organization offers? Our annual retreat, which we call Monsoon. We invite every employee and a guest to a weekend retreat to celebrate our accomplishments, blow off steam, and get to know everyone and their significant other on a more personal level. In the past, we have held our weekend retreats in places such as Prescott and Bisbee and have included



PROVIDED BY HEADFARMER LLC

Employees at Headfarmer LLC in Scottsdale take a break during the day to convert an office into a ping pong headquarters.



PROVIDED BY HEADFARMER LLC

Headfarmer LLC employees get away from the stress of work at the office with a little foosball.

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Compiled by Dale Brown
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dbrown@bizjournals.com

BEST PLACES TO WORK – MICRO¹

RANKED BY EMPLOYEE SURVEYS COMPILED BY QUANTUM WORKPLACE

	Business name / Website	Address / Phone	Employees	Type of business	Top local executive
1	Loud Rumour loudrumor.com	13430 N. Scottsdale Rd., #204, Scottsdale, AZ 85254 480-567-9794	10	Marketing firm for fitness studios and gyms	Mike Arce
2	The James Agency thejamesagency.com	8100 E. Indian School Rd., #201, Scottsdale, AZ 85251 480-248-6710	27	Brand development firm	Veronique James
3	Headfarmer LLC hfrecruiting.com	9237 E. Via de Ventura, #115, Scottsdale, AZ 85258 480-214-9704	12	Employment recruiting and consulting	Jessica Corral; Eric Ryan
4	MobileLogix mobilelogix.com	5150 W. Phelps Rd., #A1, Glendale, AZ 85306 602-492-8940	12	Field workforce management software	Ron Babich
5	Small Giants smallgiantsonline.com	4531 N. 16th St., #126, Phoenix, AZ 85016 602-314-5549	12	Advertising agency	Danielle Feroletto
6	Slalom Consulting slalom.com	7150 E. Camelback Rd., #200, Scottsdale, AZ 85251 480-333-7150	37	Management consultants	Jim Sikora
7	SimonCRE simoncre.com	6900 E. 2nd St., Scottsdale, AZ 85251 480-745-1956	19	Real estate developer	Joshua Simon
8	Pyxl thinkpyxl.com	1365 N. Scottsdale Rd., #140, Scottsdale, AZ 85257 480-745-2575	14	Digital marketing	Brian Winter; Nicole Denton
9	Trelevate trelevate.com	4636 E. University Dr., #275, Phoenix, AZ 85034 888-763-8683	11	Outsourced sales organization	Paul Briski; Ryan Knauss
10	Higher Ed Growth higheredgrowth.com	5400 S. Lakeshore Dr., #101, Tempe, AZ 85283 866-433-8532	16	Higher education marketing agency	Frank Healy
11	Orchard Medical Consulting orchardmed.com	P.O. Box 54846, Phoenix, AZ 85078 602-942-4700	39	Medical case management	Robin Orchard
12	Morrison, Clark & Conover CPAs morrisonclarkconover.com	5650 W. Chandler Blvd., #2, Chandler, AZ 85226 480-424-7855	14	Accounting firm	Scott Morrison
13	Redirect Health redirecthealth.com	13430 N. Scottsdale Rd., #200, Scottsdale, AZ 85254 888-995-4945	21	Self-insured health care plan provider	Paul Johnson; Dr. Janice Johnston; Dr. David Berg
14	TFO Phoenix Inc. tfophoenix.com	2400 E. Arizona Biltmore Cir., #1400, Phoenix, AZ 85016 602-466-2611	25	Wealth management services	Scott Horn
15	Subrosa Investigations LLC subrosapi.com	3877 N. 7th St., #220, Phoenix, AZ 85014 602-256-2266	11	Private investigative agency	Daniel Perez
16	Symmetry Software symmetry.com	14350 N. 87th St., #250, Scottsdale, AZ 85260 480-596-1500	25	Payroll tax withholding software	Tom Reahard
17	Point B Inc. pointb.com	2415 E. Camelback Rd., #700, Phoenix, AZ 85016 602-992-9000	41	Management consultants	Michelle Sirott
18	Tech Finders aztechfinders.com	6930 E. Chauncey Ln., #250, Phoenix, AZ 85054 480-342-9900	11	Technical recruiting firm	Sharon Bondurant
19	Zion & Zion zionandzion.com	432 S. Farmer Ave., Tempe, AZ 85281 480-751-1007	33	Advertising, public relations	Aric Zion; DuGue Zion
20	SEI - Phoenix LLC sysev.com	16427 N. Scottsdale Rd., #410, Scottsdale, AZ 85254 480-696-2396	19	Technology and business consulting	Aaron Detzer
21	Homewatch CareGivers homewatchcaregivers.com/phoenix	11201 N. Tatum Blvd., #315, Phoenix, AZ 85028 602-953-2872	23	Home health services	Dan Fern
22	CampusLogic campuslogic.com	1325 N. Fiesta Blvd., #102, Gilbert, AZ 85233 602-643-1300	40	Cloud-based student financial aid search software	Gregg Scoresby
23	Allbound allbound.com	111 W. Monroe St., #603, Phoenix, AZ 85003 480-685-5470	14	Channel sales software-as-a-service provider	Scott Salkin
24	LeadMD leadmd.com	15849 N. 77th St., #2, Scottsdale, AZ 85260 480-278-7205	26	Digital marketing firm	Justin Gray
25	Avisolve LLC avisolve.com	2212 E. Williams Field Rd., #200, Gilbert, AZ 85295 602-864-7000	38	Value-added IT reseller	Scott Gossett; Tony Meisner
26	Vantage Self-Directed Retirement Plans vantageiras.com	20860 N. Tatum Blvd., #240, Phoenix, AZ 85050 480-306-8404	18	Individual retirement accounts adviser	J.P. Dahdah
27	Serendipit Consulting serendipitconsulting.com	4450 N. 12th St., #238, Phoenix, AZ 85014 602-283-5209	20	Public relations and marketing firm	Melissa DiGianfilippo; Alexis Krisay
28	Make-A-Wish Arizona arizona.wish.org	2901 N. 78th St., Scottsdale, AZ 85251 602-395-9474	26	Nonprofit	Elizabeth Reich
29	Rose Law Group pc roselawgroup.com	7144 E Stetson Dr., #300, Scottsdale, AZ 85251 480-505-3936	42	Law firm	Jordan Rose
30	HP2 hp2promo.com	1630 E. Bethany Home Rd., Phoenix, AZ 85016 602-235-9099	16	Promotional products, marketing	Melinda Hawkins; Marc Hawkins
31	CBR cbri.com	1500 E. Bethany Home Rd., #200, Phoenix, AZ 85014 602-200-8500	28	Human resources outsourcing services provider	Michael Tope
32	Corporate Interior Systems cisinphx.com	3311 E. Broadway Rd., Phoenix, AZ 85040 602-304-0100	35	Full-service office furniture provider	Lisa Johnson
33	Ideas Collide ideascollide.com	6125 E. Indian School Rd., #1001, Scottsdale, AZ 85251 480-659-4520	34	Digital marketing, PR, social media, brand management	Matthew Clyde; Rebecca Clyde
34	Catalyst Media Design catalystmediadesign.com	4141 N. Scottsdale Rd., #155, Scottsdale, AZ 85251 480-471-8390	14	Advertising	Diana Trujillo; Renee duPlessis; Liz Scott
35	Isos Technology isostech.com	60 E. Rio Salado Pkwy., #900, Tempe, AZ 85281 480-366-5784	12	Computer consulting, software development	Thad West
36	ICAN: Positive Programs for Youth icanaz.org	650 E. Morelos St., Chandler, AZ 85225 480-821-4207	25	Nonprofit	Shelby Pedersen
37	LeTip International Inc. letip.com	4838 E. Baseline Rd., #123, Mesa, AZ 85206 800-255-3847	12	Business leads organization	Douglas Christian; Kim Marie Branch-Pettid
38	AP Professionals aparizona.com	4110 N. Scottsdale Rd., #380, Scottsdale, AZ 85251 480-947-1441	13	IT staffing services	Jerry Tenenbaum
39	Benefit Commerce Group benefitcommerce.com	14300 N. Northsight Blvd., #221, Scottsdale, AZ 85260 480-515-5010	34	Employee benefits consulting and strategic planning group	Scott Wood; Johnny Angelone; Chris Hogan
40	Buchalter Nemer PC buchalter.com	16435 N. Scottsdale Rd., Scottsdale, AZ 85254 480-383-1800	26	Law firm	Paul Weiser

NOTES: NA - not applicable, not available or not approved

CLOSER LOOK

905

Total number of local employees working for the 40 firms listed on this page

22.6

Average number of local employees working for the 40 firms listed on this page

TOP 5 FROM 5 YEARS AGO

d.b.a Media Group LLC*

10

Zion & Zion

26

Renters Warehouse Arizona Inc.

11

Allison & Partners Public Relations

12

Lucid Agency

11

ABOUT THE LIST

Information provided by Quantum Workplace.

1 Micro category – 10 to 49 employees. Companies are selected primarily on their employees’ responses to surveys conducted by Quantum Workplace.

* – Now known as Catalyst Media Design.

NEED A COPY OF THE LIST?

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WANT TO BE ON THE LIST?

To be considered for the Best Places to Work program and its accompanying lists, companies must nominate themselves each year at www.bizjournals.com/phoenix/nomination.



PROVIDED BY SLALOM CONSULTING

Slalom Consulting in Scottsdale rocks out to get away from the daily grind. The company also gets away with quarterly office tours.

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activities such as wine tasting, kayaking, mine tours, Jeep tours, hikes and golf.

What does your company or organization do to promote teamwork? We reward it. Every employee gets incentives to participate in every aspect of our business, whether it is business development, recruiting, or mentoring and building our people. Effective teamwork is also rewarded at our quarterly meetings.

What has been your company or organization's most successful team-building activity? Every quarter, we have a meeting with all of our employees and include some type of team-building activity. In the past we have done kart racing, escape the room, murder mystery dinners, and tours of the Arizona National Guard to support our veterans.

What does it mean to achieve Best Places to Work status? It is a great recognition, as well as validation of the effort and impact our employees are having with our local clients and our community. Although we are one of the newer Slalom offices (having been in the Valley for only 2.5 years), we believe we are building something that is truly special.

7. SIMONCRE

LOCAL LEADER: Joshua Simon
TITLE: President
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? We promote and enjoy a relaxed, yet productive work environment, while

also providing everyone with the tools to succeed. We care about, and take care of each other.

What is your favorite/most effective perk that your company or organization offers? The most effective perk is probably the flex hours that are provided to employees as well as the half-day Fridays. It provides people the opportunity to maintain a work-life balance.

What does your company or organization do to promote teamwork? At SimonCRE, we have an open office space and an easy going work environment that truly helps facilitate effective communication and collaboration. But besides our office environment, we take the time to enjoy team-building activities that really help to build comradery.

What has been your company or organization's most successful team-building activity? One of our favorite team-building exercises was doing escape the room in Scottsdale. It's a really great concept, a fun activity, and also combines a lot of communication and teamwork elements. It's a really fun way to build upon our company culture while also better understanding how we all can work together to achieve our goals.

What does it mean to achieve Best Places to Work status? For us, being honored as a BPTW truly signifies who we are and what we want to be as a company. We want to be successful at what we do, while creating a unique, enjoyable company culture. This is just a tremendous honor

CONTINUED ON PAGE 24

Thanks to all our PayPal Arizona employees
for creating a world-class workplace culture
and for making PayPal one of the
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CONTINUED FROM PAGE 23

8. PYXL

LOCAL LEADER: Nicole Denton
TITLE: Managing director
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? Because of the emphasis we put on culture. In our annual employee survey, we regularly hear culture is the number one thing that makes the team excited to come into work every day. The team enjoys the work and the people they work with, and we also focus on finding time to spend together that's not work-related.

What is your favorite/most effective perk that your company or organization offers? In addition to traditional benefits such as 100 percent paid medical, dental and vision coverage, 401(k), annual bonus and paid vacation, we also offer more unique benefits including an ever-growing in-office library that employees can borrow books from, a cold brew coffee keg, local craft beer, and regularly host team events, from happy hours to hikes to family game nights.



PROVIDED BY PYXL

Pyxl in Scottsdale builds teamwork by a variety of events, including a family game night with staff.

What does your company or organization do to promote teamwork? Promoting teamwork starts with hiring the right team. We put a huge emphasis on hiring only employees who, in addition to being highly talented, are genuinely good, hardworking team players. The result is a collaborative and engaging office environment, where the team works hard together to deliver great results for our clients but

also where we genuinely enjoy being around each other every day.

What has been your company or organization's most successful team-building activity? A few months ago, we hosted an after-hours "dojo," where we used an agile methodology to solve a business problem for Pyxl in one evening. While we initially learned of this idea from Etsy developers, we made

it our own by including team members beyond programmers, focusing on how designers, content strategists and developers could all work together to solve a business challenge.

What does it mean to achieve Best Places to Work status? It's exciting to achieve Best Places to Work status for the confirmation that we're building a place in the Valley that people enjoy being at. We spend the majority of our lives at work, so it's important that people are fulfilled in what they're doing, and being named a Best Place to Work for the fourth year in a row shows that we're doing things right.

9. TRELEVATE

LOCAL LEADERS: Ryan Knauss and Paul Briski
TITLE: President
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? We strive to keep our employees involved and happy. From day-to-day operations to long-term planning, we engage our employees at all levels in all decisions. We also are the first ones to celebrate the victories (work or personal life) and help in times of need.

Dave Miller, CFO
15 Years

Tim Jolley, Superintendent
1 Year

Casey Cartier, President/CEO
4 Years

Pat Baldwin, Director
12 Years

Maisha Hagan, Marketing
5 Years

Some say our culture is what makes us special. We think it's what makes us successful.
Jokake's culture is deeply rooted in a partnership mentality. Partnership defines how we do business with each other, our clients and our vendors.

Each team member at Jokake Construction works hard to cultivate a culture of respect, trust, empowerment and authenticity. It's in our best interest to provide team members with a healthy work environment that encourages and promotes professional and personal growth opportunities. We're proud of the work our employee-owners do everyday and honored to be a 2016 Best Place to Work.



PHOENIX BUSINESS JOURNAL



2016 BEST PLACES TO WORK

**We are Jokake Construction
And we are a Best Place to Work!**

Jokake Construction Services is a full-service commercial general contractor that delivers an exceptional experience to its clients through ground-up construction, renovations, and building tenant improvements.

602.224.4500 • www.jokake.com

Visit our website to see and hear why we're one of Arizona's premier builders and employers.

What is your favorite/most effective perk that your company or organization offers? Birthday/ anniversary celebrations and free paid time off day and lunch on your birthday.

What does your company or organization do to promote teamwork? Quarterly Rockefeller Planning. For it to work, all departments need not only to work together to meet the goals, but be fully aware of what stage each department is at and if any additional resources are needed from other departments.

What has been your company or organization's most successful team-building activity? Annually we run outreach projects to those who are in need. Last year we fed 137 families for Thanksgiving as well as helping 164 children with new coats to keep them warm this winter. Whether it's tubing the Salt River or Victory Circle dinner at our president's home where he barbecued for all of us, even 12 of the out-of-state employees, we enjoy elevating people to be their best.

What does it mean to achieve Best Places to Work status? We strive to build a culture that is supportive and fun but gets the job done. Being a Best Places to Work proves that our

employees feel the same way.

10. HIGHER ED GROWTH

LOCAL LEADER: Frank Healy
TITLE: CEO
LOCATION: Tempe

Why do you think your company or organization was named a BPTW? As a fast-moving small business, it's so important not to let organizational silos build up between departments or levels of leadership. We recognize that every team member plays a major role in our company's success, and we empower everyone to have a voice and seat at the table.

What is your favorite/most effective perk that your company or organization offers? Our company offers a wellness program to incentivize physical fitness by paying a tiered amount for employees' memberships based on how often they go to the gym each month.

What does your company or organization do to promote teamwork? We strive to ensure that all employees have a seat at the table. We want everyone to feel included in company decisions and encourage all members



PROVIDED BY TRELEVATE

Employees at Trelevate in Scottsdale get into the team spirit with some creative costumes.

of our team to spearhead projects.

What has been your company or organization's most successful team-building activity? We have a weekly meeting that everyone in the company participates in; each person has an opportunity to participate. We discuss company updates, brainstorm solutions and collaborate on projects.

What does it mean to achieve Best Places to Work status? It is a true honor to be recognized as a Best Place to Work for the second year in a row. More than anything, we're proud of our team, and it's one of our biggest achievements to know that our employees share in this feeling and take pride in all that we

CONTINUED ON PAGE 26



PHOENIX BUSINESS JOURNAL

B P t W

2016 BEST PLACES TO WORK

Thank you to our amazing team for making this possible!

Join our team at ArizonaFederal.org/Careers



Experience the *power* of **Us.**

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accomplish together.

11. ORCHARD MEDICAL CONSULTING

LOCAL LEADER: Robin Orchard

TITLE: President and owner

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW?

Our employees appreciate the work-life balance that is offered. Orchard Medical Consulting believes in focusing on people's strengths and providing the tools for success.

What is your favorite/most effective perk that your company or organization offers?

Flexibility. When our employees feel that they can tend to their personal needs such as doctor's appointments, family needs such as school functions or a sick child, they come to work and give 150 percent.

What does your company or organization do to promote teamwork?

Being a small company, everyone is very cognizant of each other's needs such as feeling under the weather or taking a day off. Several of our staff members are cross-trained in other positions to ensure that no one feels as though they cannot take the needed time to rest.

What has been your company or organization's most successful team-building activity?

We hold annual employee symposiums in which all staff from seven states come together for a day in Arizona. This helps

established team members meet individuals who have joined the team since the previous year. Everyone looks forward to this event every year.

What does it mean to achieve Best Places to Work status? It's an honor. This award is purely employee driven. Knowing that our employees are willing to take the time to answer the survey and help boost OMC to the next level shows us that they feel appreciated and valued.

12. MORRISON, CLARK & CONOVER CPAS PLLC

LOCAL LEADER: Glenn Conover

TITLE: Managing partner

LOCATION: Partner

Why do you think your company or organization was named a BPTW?

MCC values and supports great flexibility for our staff. They have the option to set their schedule each day to accommodate family commitments, leisure activities and medical needs.

What is your favorite/most effective perk that your company or organization offers?

We enjoy eating together whether it is Wednesday morning breakfasts, salad Tuesday, a well-stocked snack and drink bar, or the almost daily popcorn afternoon snack. As Cesar Chavez said, "If you really want to make a friend ... eat with him."

What does your company or organization do to promote teamwork?

We have regular team meetings where projects are discussed and dissected. All team members are encouraged to

offer suggestions for improvement, and once an idea has been accepted, it then becomes part of the procedures. When everyone participates, there is buy-in.

What has been your company or organization's most successful team-building activity? We love our staff outings, everything from taking field trips to learn about our client's business to movie day. If I had to pick just one activity, it would be the celebration of the end of tax season on April 15, we throw a themed party, each staff person receives cash to go on shopping spree for their own gift, then we meet for dinner and do a show-and-tell.

What does it mean to achieve Best Places to Work status?

We feel very honored to be in the company of businesses who make their staff a priority in their companies. It validates our commitment to take care of people.

14. TFO PHOENIX INC.

LOCAL LEADER: Scott Horn

TITLE: President

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW?

We genuinely enjoy our colleagues and the personal relationships we've developed with the client families we serve. We've also tried to create an environment where every employee has the opportunity to make an impact on our company and our clients.

What is your favorite/most effective perk that your company or organization offers?

Flexibility. Helping our clients achieve their goals and being available to them in times of need are critical to our company's success, but within that framework we allow our people tremendous flexibility in how, where and when they work.

What does your company or organization do to promote teamwork?

Teamwork is embedded in our company's DNA. From a client service perspective, we serve clients in teams, and cross-populate those teams so that each employee has the opportunity to be teammates with many of their colleagues. We are quick to acknowledge that it's rare for one person to have the answer to a complex question, and we create better solutions for clients by using our collective intelligence.

What has been your company or organization's most successful team-building activity?

While we have done many interesting and noteworthy team-building activities, we think the most successful one was the creation of our firm five years ago. Within the first few months of our formation, we had 17 employees, all of whom (along with our more recent hires) have made contributions to our clients' success and our firm's growth.

What does it mean to achieve Best Places to Work status?

It's a great honor for our company and something we are very proud to have achieved two years in a row. It's an affirmation of the fact that we place great value on employee satisfaction. Our people will always be our greatest asset.



PROVIDED BY TFO PHOENIX INC.

Among the out-of-the-office events for TFO Phoenix was a trip on the Polar Express in Williams.



PROVIDED BY TFO PHOENIX INC.

TFO Phoenix employees are involved with many events through work, including an escape the room team-building exercise.



COMPANY SIZE: Small

1. MASS MUTUAL ARIZONA

LOCAL LEADER: Jeffrey C. Dollarhide **TITLE:** President, CEO and managing partner **LOCATION:** Scottsdale

No stranger to the Best Places to Work list when it was the Dollarhide Financial Group, Mass Mutual Arizona has big connections that come in a small package. To keep its associates motivated, it has yearly goals of trips to various North American cities, and for those who double their yearly goal it could be off to Venice or Hawaii. Among its team-building efforts are an annual softball game, holiday party and golfing together.

Why do you think your company or organization was named a BPTW? Our culture. The second someone walks into our office they are treated like family. We truly do care about each other's wellbeing.

What is your favorite/most effective perk that your company or organization offers? The best perks we have to offer are the trips. Next year's trips are to Hawaii, Washington, London and Scotland for those who qualify.

What does your company or organization do to promote teamwork? When a new employee starts with us, we partner them up with an experienced agent. We also have many friendly competitions throughout the

year with prizes such as Go Pros or getting a spot on our agency trip to Hawaii.

What has been your company or organization's most successful team building activity? The best team-building activities that we have are when we shut down the office a few times a year and we will have our annual softball game, go to Top Golf, Main Event or Octane Raceway.

What does it mean to achieve Best Places to Work status? We are very proud that we have consistently been ranked as one of the Best Places to Work. We believe this is a true testament to our culture.

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Compiled by Dale Brown
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dbrown@bizjournals.com

BEST PLACES TO WORK – SMALL¹

RANKED BY EMPLOYEE SURVEYS COMPILED BY QUANTUM WORKPLACE

	<i>Business name Website</i>	<i>Address Phone</i>	<i>Total employees</i>	<i>Type of business</i>	<i>Top local executive</i>
1	MassMutual Arizona <i>arizona.massmutual.com</i>	17550 N. Perimeter Dr., #450 Scottsdale, AZ 85255 480-538-2900	91	Insurance, financial services	Jeffrey Dollarhide
2	Team Select Home Care <i>teamselecthh.com</i>	2999 N. 44th St., #100 Phoenix, AZ 85018 602-382-8500	99	Home health care	Mike Lovell
3	Landings Credit Union <i>landingscu.org</i>	2800 S. Mill Ave. Tempe, AZ 85282 480-967-9475	66	Credit union	Margaret Hunnicutt
4	Paramount Equity Mortgage <i>paramountequity.com</i>	6970 E. Chauncey Ln. Phoenix, AZ 85054 602-443-4000	98	Residential mortgage lender	Jesse Spina
5	Willmeng Construction <i>willmeng.com</i>	2048 N. 44th St., #200 Phoenix, AZ 85008 480-968-4755	53	General contractor	James Murphy
6	Ashton Tiffany LLC <i>ashtontiffany.com</i>	333 E. Osborn Rd. Phoenix, AZ 85012 602-257-9119	87	Risk management services	Mike Tiffany; John Ashton
7	Longboard Asset Management <i>longboardmutualfunds.com</i>	2355 E. Camelback Rd., #750 Phoenix, AZ 85016 800-290-8319	52	Alternative mutual funds	Cole Wilcox
8	Protiviti Inc. <i>protiviti.com</i>	4127 E. Van Buren St., #210 Phoenix, AZ 85008 602-273-8000	65	Risk and business consulting	Alex Robison
9	New Way Academy <i>newwayacademy.org</i>	5048 E. Oak St. Phoenix, AZ 85008 602-629-6850	71	K-12 school	Abbey Ross; Michael Walker
10	IT1 Source LLC <i>it1.com</i>	4110 N. Scottsdale Rd., #300 Scottsdale, AZ 85251 877-777-5995	78	Information technology	Bryan Clifton
11	Squire Patton Boggs <i>squirepattonboggs.com</i>	1 E. Washington St., #2700 Phoenix, AZ 85004 602-528-4000	70	Law firm	D. Lewis Clark
12	Clear Title Agency of Arizona <i>cleartitleaz.com</i>	2910 E. Camelback Rd., #100 Phoenix, AZ 85016 480-278-8484	58	Title and escrow firm	Bart Patterson; Nick Velimirovich; Jim Clifford
13	BillingTree <i>mybillingtree.com</i>	2800 N. 44th St., #1100 Phoenix, AZ 85008 877-424-5587	54	Electronic payments services	Edgars "Edz" Sturans
14	meltmedia <i>meltmedia.com</i>	1255 W. Rio Salado Pkwy., #209 Tempe, AZ 85281 602-340-9440	79	Web design, app creation	Justin Grossman
15	Govig <i>govig.com</i>	4800 N. Scottsdale Rd., #2800 Scottsdale, AZ 85251 480-941-1515	57	Recruitment services	Todd Govig
16	ZOG Digital <i>zogdigital.com</i>	18835 N. Thompson Peak Pkwy. Scottsdale, AZ 85255 480-426-9952	57	Search engine, social media marketing	Jeffrey Herzog
17	Jokake Construction Services Inc. <i>jokake.com</i>	5013 E. Washington St., #100 Phoenix, AZ 85034 602-224-4500	56	General contractor	Casey Cartier
18	LaneTerralever¹ <i>laneterralever.com</i>	725 W. McDowell Rd. Phoenix, AZ 85007 602-258-5263	96	Marketing communications	Beau Lane; Chris Johnson
19	Burns & McDonnell Engineering Company Inc. <i>burnsmcd.com</i>	1850 N. Central Ave., #800 Phoenix, AZ 85004 602-977-2623	86	Engineering firm	Patrick Edwards
20	Vision Community Management <i>wearevision.com</i>	16625 S. Desert Foothills Pkwy. Phoenix, AZ 85048 480-759-4945	78	Community management	Darin Fisher
21	Delta Dental of Arizona <i>deltadentalaz.com</i>	5656 W. Talavi Blvd. Glendale, AZ 85306 602-938-3131	84	Dental insurance provider	Allan Allford
22	HomeSmart <i>homesmart.com</i>	8388 E. Hartford Dr., #100 Scottsdale, AZ 85255 800-865-9025	88	Residential real estate	Matt Widdows
23	LAVIDGE <i>lavidge.com</i>	2777 E. Camelback Rd., #300 Phoenix, AZ 85016 480-998-2600	82	Marketing communications	Bill Lavidge
24	Ashton Woods Homes <i>ashtonwoods.com/phoenix</i>	6991 E. Camelback Rd., #A-200 Scottsdale, AZ 85251 480-515-9955	58	Home builder	Scott Moore
25	The Giving Tree Wellness Center <i>givingtreeaz.com</i>	21617 N. 9th Ave. Phoenix, AZ 85027 623-242-9080	53	Medical cannabis	Lilach Mazor Power; Gina Berman M.D.

CLOSER LOOK

1,816

Total number of local employees working for the 25 firms listed on this page

72.6

Average number of local employees working for the 25 firms listed on this page

TOP 5 FROM 5 YEARS AGO

Aerotek62

Homeowners Financial Group USA LLC61

Statera*90

The Dollarhide Financial Group LLC**78

Adolfson & Peterson Construction83

ABOUT THE LIST

Information provided by Quantum Workplace.
1 Small category – 50 to 99 employees; Companies are selected primarily on their employees’ responses to surveys conducted by Quantum Workplace.
* – Now known as Valore Partners LLC; ** – Now known as MassMutual Arizona.

NEED A COPY OF THE LIST?

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WANT TO BE ON THE LIST?

To be considered for the Best Places to Work program and its accompanying lists, companies must nominate themselves each year at www.bizjournals.com/phoenix/nomination.

¹ On Oct. 18, 2016 LaneTerralever announced that the Phoenix office and operations of Cramer-Krasselt would be added to its Phoenix headquarters.



2. TEAM SELECT HOME CARE

LOCAL LEADER: Mike Lovell
TITLE: President and CEO
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Our enduring commitment to building and maintaining a world-class culture puts us at odds with an industry struggling through reimbursement cuts and consolidation.

What is your favorite/most effective perk that your company or organization offers? Our investment in culture and employee morale is endless, and hard to narrow. That said, our epic holiday parties are legendary in our industry.

What does your company or organization do to promote teamwork? We have invested heavily in a very open office environment that fosters teamwork and communication.

What has been your company or organization's most successful team-building activity? We host our annual leadership conference every year in December, which brings together all of our leaders and salespeople for several



PROVIDED BY LANDINGS CREDIT UNION

Employees of Landings Credit Union in Tempe participate in a host of events for team-building during the year, including this one during the holidays.

days of team building and growth. This investment has proven invaluable throughout the year.

What does it mean to achieve Best Places to Work status? It is validation that all of the hard work and investment, both in terms of time and money, is not only recognized within

our organization but also publicly.

3. LANDINGS CREDIT UNION

LOCAL LEADER: Margaret Hunnicutt
TITLE: President and CEO
LOCATION: Tempe

Why do you think your company or organization was named a BPTW? We believe we were named a BPTW because our supportive, team-oriented group of employees make our organization a Best Place to Work. The credit union is very transparent

CONTINUED ON PAGE 30

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CONTINUED FROM PAGE 29

in its communications regarding goals and objectives. Employees have a clear understanding of that along with the mission and vision of the credit union.

What is your favorite/most effective perk that your company or organization offers? The CEO personally congratulates each employee on their anniversary day with the company with a certificate of recognition along with a special reward. Employees with tenure of five or more years, which is about 45 percent of our staff, also receive extra paid time off as an added recognition.

What does your company or organization do to promote teamwork?

Once a month our entire staff meets to go over important information, present employee recognition and conduct a team-building activity. For the team-building activity, employees are usually assigned by random and are grouped with other employees they may not interact with on a daily basis. Some of our activities this year included throwing water balloons at our executive team and the Landings Olympics complete with a rhythmic gymnastics event.

What has been your company or organization's most successful team-building activity? Our most successful activity is our annual Connect 4 tournament. Participants are placed into a bracket tournament, and trophies and prizes are awarded to the top three winners. We have great participation for this event and employees become excited and competitive, preparing for weeks in advance before the big day.

What does it mean to achieve Best Places to Work status? This achievement confirms what we already know; that we are a Best Place to Work because of our employees. We have a fantastic staff here at Landings Credit Union and this provides recognition of that.

4. PARAMOUNT EQUITY MORTGAGE

TOP LOCAL EXECUTIVE: Mike Berte

TITLE: President

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW?

Family, dedicated, together, fun, remarkable experience.

What does your company or organization do to promote teamwork?

Senior leaders do brown-bag lunches with a mix employees. These lunches



PROVIDED BY PARAMOUNT EQUITY MORTGAGE

At Paramount Equity Mortgage, there's the occasional need for a team break involve Mustache Pretzels.

are an open forum for employees to ask questions and to get to know our senior leaders on a personal level.

What is your favorite/most effective perk that your company or organization offers? We have a great program called SEAL, where we take entry-level roles and give them an opportunity to become a licensed loan officer. The company also offers discount on high-end cosmetics/skin care, competitive health care benefits, volunteer time off and a flexible work schedule.

What has been your company or organization's most successful team-building activity? To ensure our employees know their value, Paramount hosts a company holiday party annually. On a more frequent basis, we keep our involvement alive through family-involved trick-or-treat to all company picnics. Finally, we abide by our open-door policy, setting up an institution that fosters continuous communication and transparency from leadership.

What does it mean to achieve Best Places to Work status? Being a Best Place to Work helps attract and retain talent reducing or turnover and increases customer satisfaction.

5. WILLMENG CONSTRUCTION

LOCAL LEADER: James Murphy

TITLE: President and CEO

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW?

Willmeng's president James Murphy sets the tone for the company vision strategically with an annual plan that includes measurable goals, outstanding communication, and mentoring. The

employees of Willmeng are dedicated to boards and committees within the construction industry including NAIOP and the Arizona Builders' Alliance. Willmeng is also a loyal sponsor and partner of many nonprofits in Arizona and has made it a priority to give back.

What is your favorite/most effective perk that your company or organization offers? Some of the programs, actions and activities that Willmeng commits to include all-employee outings with spouses and family to Northern Arizona, company sports teams, the creation of a sponsored hole at industry golf tournaments, and an annual Christmas party. Each year, Willmeng also sponsors a golf tournament to benefit Cardon Children's Medical Center.

What does your company or organization do to promote teamwork?

The Willmeng leadership team is committed to being intentional about recognizing employees for living out the company's core values. Recognition comes in many forms, most formally at the company's annual Make it Happen Awards Ceremony during the company retreat.

What has been your company or organization's most successful team-building activity? On the weekend of July 22, Willmeng hosted a company retreat in Greer to show appreciation for the amazing men and women who dedicate many hours of service to our company and to say thank you for being part of our corporate family. Our annual retreats are normally held at a resort in the Valley, but this year we thought it best to cater to our field employees who enjoy the great outdoors by hosting their families and friends in cabins and lodges up north, away from the heat.

6. ASHTON TIFFANY LLC

LOCAL LEADERS: Mike Tiffany

TITLES: Lead singer and driver of the Winnebago

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? I don't know how to put this ... but we're kind of a big deal. People know us. We're very important. We have many leather-bound books, and our offices smell of rich mahogany.

What is your favorite/most effective perk that your company or organization offers? It's a toss-up between the annual holiday party; our May Magical Mystery bacchanalia-bration, and the opportunity to learn at the feet of industry legend John Ashton.

What does your company or organization do to promote teamwork?

We've worked hard to develop and maintain a culture that emphasizes fun, without ever sacrificing professional excellence. We find that when people have a good time together, they naturally learn to keep an eye on each other. Plus, everyone from top to bottom knows the plans and ambitions we have for this company.

What has been your company or organization's most successful team-building activity? We get everybody together once a year for an all-staff "meeting" that's more about great food, employee comedy videos, a bona fide Hollywood movie, optional adult beverages, cash prizes, music, swag and more. Everyone hears directly from the owners about major developments from the past year and what's planned for next year. Everyone has a chance to weigh in, too, and pose questions directly to the top brass.

What does it mean to achieve Best Places to Work status? It's an honor to receive the recognition, and a testament to the many splendors of our team. It's also, we hope, a recognition that we've got something pretty special going on here. Finally, we don't take it as license to kick up our feet and gaze proudly upon laurels from years past. Instead we say, "How can we do even better next year?"

7. LONGBOARD ASSET MANAGEMENT

LOCAL LEADER: Cole Wilcox

TITLE: CEO

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Because we strive to think of the employee first. Yes, we believe



Longboard has amazing clients and mutual funds that have the ability to transform portfolios. But what drives us forward is the desire to create a company where we all would actually like to work.

What is your favorite/most effective perk that your company or organization offers? The flexibility to work from home and create your own hours is my favorite perk. At Longboard, we call that freedom and responsibility.

What does your company or organization do to promote teamwork? Internally, we hold a monthly raffle for employees who have gone above and beyond their role. This promotes doing the right thing, employee recognition and encouraging colleagues to give honest feedback. Longboard also finds ways to engage our employees with each other and the community. We build team camaraderie with activities like Escape the Room to having Minute to Win It games. We build community connects through quarterly volunteer projects like bowl-a-thons and fundraisers to promote financial literacy in kids, all of which involves hands on team-building activities.

What has been your company or organization's most successful team-building activity? Volunteering as a group for Save the Family was one of our most successful team-building activities. Most of us are behind a desk all week, and to be in a completely different environment allowed for people to open up to each other. Plus, we were able to see our colleagues' strengths in a completely different environment.

What does it mean to achieve Best Places to Work status? It's an honor to be recognized because it comes from our employees. They made their voice heard, and it is such a wonderful thing to hear that they are as happy as it seems. With this achievement, we are looking to grow our team with even more top talent.

8. PROTIVITI

LOCAL LEADER: Did not disclose
TITLE: Did not disclose
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? We have a diverse team of people who strive to be their best selves every day, with every action or interaction. We work very hard to provide our people with the support and opportunities to be high-impact, successful individuals in both work and life, in ways that matter to them.

What is your favorite/most effective perk that your company or organization offers? The most effective and meaningful perk for our team is recognition. We value and acknowledge the work our folks do every day and offer many different forms of recognition for those moments when employees go above and beyond for a client or another team member.

What does your company or organization do to promote teamwork? We hold bi-weekly meetings where all of the management team comes together

CONTINUED ON PAGE 32



PROVIDED BY LONGBOARD ASSET MANAGEMENT

Longboard Asset Management employees managed to escape the room in just under an hour.



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Our people are our power.

Point B is a place where diverse ideas and thinking are met with enthusiasm, and where you can grow to your full potential. Be creative, be a leader, and be an owner. Join Point B.



CONTINUED FROM PAGE 31

to discuss our client engagement activities, team schedules and growth opportunities. Our office is built around an open concept to include low cubes, a kitchen area and multiple group meeting spaces. All of our client engagements and projects are executed by teams made up of employees at all levels, from entry-level consultants to senior management. We have multiple committees, made up of every level within the organization, that work as a team to plan formal and informal office events.

What has been your company or organization's most successful team-building activity? In the fall of 2014, Protiviti launched its global 'i on Hunger' initiative, committing the firm to providing 1 million meals over 12 months for those struggling with hunger. Protiviti volunteers around the world, including in Phoenix, have been taking part in meal-packing and similar events with several nonprofit organizations since November 2014, exceeding our original 1 million meal target in a year by more than 50 percent. At the end of 2015, we launched phase two of 'i on Hunger,' committing the company to providing a cumulative total of 2.6 million meals delivered by the end of 2016, with an additional focus on involving clients, local communities and youth. We exceeded this extended target when we reached the 3 million meal mark in August 2016.

What does it mean to achieve Best Places to Work status? We are very proud of our team and the culture we have built and sustained over the life of our firm. It is an honor for that to be recognized by the Phoenix community, and a great point of pride for everyone on our team.

9. NEW WAY ACADEMY

LOCAL LEADER: Abbey Ross; Michael Walker

TITLES: Executive director; head of school

LOCATION: Phoenix

Why do you think company or organization was named a BPTW? We get to spend every single day with kids and we love it. Our staff believes that every child has the ability to succeed and we work hard to prove that on a daily basis.

What is your favorite/most effective perk that your company or organization offers? A ready-made coffee bar in the mornings with every type of cream and sugar you could imagine. Everyone is up late grading papers the night before.

What does your company or

organization do to promote teamwork? Our school's motto is, "We're not just a school, we're a family." We proudly wear this on our t-shirts and treat each other like personal relatives.

What has been your company or organization's most successful team-building activity? Twice a year, we participate in an all-staff "Chopped" cooking challenge. It is fast, furious and intense.

What does it mean to achieve Best Places to Work status? Being named a Best Place to Work breaks so many school stereotypes. Teaching can be a gritty and exhausting profession, but the rewards far outweigh the challenges.

10. IT1 SOURCE

LOCAL LEADER: Bryan Clifton

TITLE: Principal

LOCATION: Tempe

Why do you think your company or organization was named a BPTW? IT1 was founded as a place to give experienced IT professionals an option that is truly different than what our competition offers. The company has a collaborative culture where everyone is respected, heard and appreciated.

What is your favorite/most effective perk that your company or organization offers? Flexible work arrangements, regular company team-building events, complimentary massages, fresh-pressed juices in the mornings and a full salad bar at lunch which is free to employees.

The list could go on and on.

What does your company or organization do to promote teamwork? Our company is structured in a way that promotes teamwork and collaboration among all employees and across all departments. Our most valuable resource is the people we have working here and the knowledge they possess. We do all we can to make sure our team works together. This is done through events and happy hours, breakout sessions for knowledge sharing and mentoring, as well as company-wide recognition of successes from our team and discussions on how others can apply the lessons to their roles.

What has been your company or organization's most successful team-building activity? Our annual kickoff parties are always a hit. We forego the usual holiday parties since everyone has enough going on at that time. Instead we kickoff our new year with a great party. We recognize successes from the past year and communicate the future of IT1, get to spend time with our coworkers significant others and families and give out great prizes and awards.

What does it mean to achieve Best Places to Work status? It helps to validate our commitment to growing in a methodical way. We could have grown our headcount and the top line faster than we have, but that would have put all the best aspects about IT1 at risk. We've added the right people and have found great success over the past few years, but we didn't have to deviate from who we are to get there.

13. BILLINGTREE

LOCAL LEADER: Edgars Sturans

TITLE: President and CEO

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? BillingTree was named one of the best places to work because our employees, the people who define our culture, think we deserve it. Our employees are the driving force behind all our successes, they sincerely love our company and want to see BillingTree named as a best place to work.

What is your favorite/most effective perk that your company or organization offers? BillingTree offers 36 hours of paid volunteer time off per year. Some employees might say wearing shorts and flip flops to work is their favorite perk, others might cite the benefits of having their dogs alongside them in their workstations or a free Orange Theory Fitness membership as the best BillingTree benefit. But the value of rewarding philanthropic efforts positively influence all of our employees in a big way.

What does your company or organization do to promote teamwork? Throughout the "tree house" and in each department we have strategic spaces designated as collaboration space. We make sure to nurture and empower employees to deliver their ideas. Providing the space and freedom for teamwork isn't enough, we are always search for a better way for collaboration and work with the optimism that we can change things for the better.

What has been your company or organization's most successful team-building activity? All teams partake in off-site team building events that lend to the cultural environment of our work relationships. From team-wide and company-wide happy hours and holiday celebrations, to team-sponsored pre-season baseball games and community volunteer events, time spent together outside of work build a special camaraderie and deepens the passion and commitment that our team members have for each other and BillingTree as a whole.

What does it mean to achieve Best Places to Work status? Being the best means we have hired the right people. We hire the most talented, creative, fun and driven people we can find. After ensuring that each person knows his or her expectations and responsibilities, we train, coach, support and simply stay out of his or her way, and let them build the winning culture that earns a best label. Being the best is a mindset and not one achieved alone, the real stars are, collectively, our employees.



PROVIDED BY LONGBOARD ASSET MANAGEMENT

Longboard Asset Management employees went all out for Halloween this year with a variety of costumes.



14. MELTMEDIA

LOCAL LEADER: Justin Grossman
TITLE: Partner and CEO
LOCATION: Tempe

Why do you think your company or organization was named a BPTW? The environment meltmedia has created allows creativity, team interaction, and a determination to create high-quality products.

What is your favorite/most effective perk that your company or organization offers? We have decided to treat people like the professionals we hire, so there are only guidelines in our handbook (very few rules).

What does your company or organization do to promote teamwork? We have built trust in the leaders with transparency in our bi-weekly company meetings, and then assign mentors to each group to teach how we'd like all members of a project to feel their contributions are important.

What has been your company or organization's most successful team-building activity? Once per quarter we set aside a day for team building. The last one was a team-based scavenger hunt at the Phoenix Zoo.

What does it mean to achieve Best Places to Work status? It helps legitimize the way we feel about the organization and how we treat our employees.

15. GOVIG

LOCAL LEADER: Todd Govig
TITLE: President and CEO
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? Govig has a culture in that you are constantly challenged and given the opportunity to outperform your own expectations. This is promoted from the top down starting with our president and making it all the way down to our interns.

What is your favorite/most effective perk that your company or organization offers? A home-cooked breakfast before staff meetings. This is a perfect example of our "family" culture. Our founders, president and managers cook a big breakfast before all-staff meetings.

What does your company or organization do to promote teamwork? We are structured in a way that working on a team is beneficial to each individual. To promote this, we have professional and personal events. We



PROVIDED BY BILLINGTREE

BillingTree employees go Hawaiian for a day as part of one of the company's events in the "tree house," its offices in Phoenix.

have an all-staff company picnic, an annual awards party, company/division happy hours, GovigCon, Govig Griddle Day, President's Club and many other events that encourage everyone to come together as an organization.

What has been your company or organization's most successful team-building activity? We are a part of an organization called trueU that has sent members of our teams to build houses for underprivileged families in

Ensenada, Mexico. Our annual awards party brings the entire company and our families together to recognize our accomplishments from our top performers to break-out stars.

What does it mean to achieve Best Places to Work status? For Govig it means that we are an organization that provides the tools for each individual to reach their fullest potential in their career and personal goals.



Lifting Lives



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To learn more visit www.ulthera.com or follow us on LinkedIn!



COMPANY SIZE: Medium

1. WALLICK & VOLK

LOCAL LEADER: Michael Groff **TITLE:** President and CEO **LOCATION:** Scottsdale

The family-owned mortgage company strives to involve its employees in the workplace culture as well as get them involved in the community. To keep things moving, Wallick & Volk has developed an open-door work style that doesn't involve a lot of management layers.

Why do you think your company or organization was named a BPTW? Our company culture is one in which we treat our employees like they are our clients and we strive to create an internal “wow” experience. We recognize if our internal clients (employees) are happy, our external clients (customers) will be happy.

What is your favorite/most effective perk that your company or organization offers? In addition to medical, dental and 401(k) benefits, we have a wellness program that promotes the overall health of our employees. We have ongoing challenges and reward our employees for achieving their fitness, weight-loss or smoking cessation goals.

What does your company or organization do to promote teamwork? We created a program called “Managers On Watch,” which is a group of managers who are the designated eyes and ears of the company that rotate and

meet quarterly. The goal is to bring issues and ideas from the field to department managers, vice presidents and senior vice presidents to discuss topics and facilitate changes to policies and procedures as a team.

What has been your company or organization’s most successful team-building activity? We just finished the Rugged Maniac Race on Nov. 5 at Rawhide and Chandler. We had 50 employees come out to participate in a muddy obstacle course adventure. There’s no better teamwork than helping each other scale muddy walls and crawl through drainage pipes.

What does it mean to achieve Best Places to Work status? We are honored to have achieved Best Places to Work status. We believe that bigger is not better, and would rather be very special to the right few, than average to the masses.

2. GPS INSIGHT

LOCAL LEADER: Rob Donat
TITLE: Founder and CEO
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? GPS Insight has a culture where people want to come to work, collaborate and have fun together, both during and off work hours. From a bowling league and service projects to concerts, sporting events and off-site trips, our employees have made great and sometimes best friends of one another.

What is your favorite/most effective perk that your company or organization offers? Taking more space than was needed in the Henkel Building has been a great perk for all employees, as it allows for large work spaces, open and collaborative spaces, underground parking, access to a great cafeteria and gym, as well as a rooftop garden, and “the yard” which has foosball and ping pong. Plus there is access to a flight simulator for the three pilots we employ as well as anyone who is interested.

What does your company or organization do to promote teamwork? We encourage employees to attend many departmental conferences, both

off site and on site, both externally and internally organized. It helps with both career and skill development, as well as getting to know one another in a high quality and fun atmosphere.

What has been your company or organization’s most successful team-building activity? The two times a year we can get every available employee together are a spring training game as well as the week of the Phoenix Open where we have lots of skybox seats available for all employees on the 16th and 17th holes. It’s a tradition going back five years now with GPS Insight, and it gets larger every year.

What does it mean to achieve Best Places to Work status? Best Places to Work is both validating as well as a great goal to strive for. The company makes decisions based on whether or not it achieves the goal of making GPS Insight the best place to work it can be.

3. V.I.P. MORTGAGE INC.

LOCAL LEADER: Jay Barbour
TITLE: President
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? VIP’s Lead Up program places



PROVIDED BY GPS INSIGHT

GPS Insight spends its team-building time looking for ways to give back to the community.

customers at the top of an inverted pyramid. This means everyone within the company feels valued and empowered to engage, problem solve and lead, and their voice matters.

perk that your company or organization offers? Human resources does a great job promoting fun activities for our employees, including

What is your favorite/most effective

CONTINUED ON PAGE 37

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Compiled by Dale Brown
602-308-6511, @PhxBizDaleBrown
dbrown@bizjournals.com

BEST PLACES TO WORK – MIDSIZE¹

RANKED BY EMPLOYEE SURVEYS COMPILED BY QUANTUM WORKPLACE

	Business name Website	Address Phone	Local employees	Type of business	Top local executive
1	Wallick & Volk Mortgage wvmb.com	21040 N. Pima Rd. Scottsdale, AZ 85255 480-922-6600	130	Mortgage banker	Michael Groff
2	GPS Insight gpsinsight.com	7201 E. Henkel Way, #400 Scottsdale, AZ 85255 480-418-6536	111	Fleet tracking software	Robert Donat
3	V.I.P. Mortgage Inc. vipmtginc.com	4900 N. Scottsdale Rd., #6000 Scottsdale, AZ 85251 480-966-0919	202	Mortgage banker	Jay Barbour
4	Homeowners Financial Group USA LLC homeownersfg.com	16427 N. Scottsdale Rd., #145 Scottsdale, AZ 85254 480-305-8500	207	Mortgage banker	Bill Rogers
5	NOVA Home Loans novahomeloans.com	3900 E. Camelback Rd., #200 Phoenix, AZ 85016 602-224-4840	217	Mortgage banker	Jon Volpe
6	MicroAge microage.com	8160 S. Hardy Dr., #101 Tempe, AZ 85284 480-366-2000	119	IT solutions provider	Mark McKeever; Jeff McKeever
7	Ulthera Inc./Merz Device Innovation Center ulthera.com	1840 S. Stapley Dr., #200 Mesa, AZ 85204 480-619-4069	131	Therapeutic ultrasound	William Fender
8	TEKsystems teksystemscareers.com	2625 S. Plaza Dr., #200 Tempe, AZ 85282 480-426-6300	100	IT staffing provider	Pete Clavell
9	Bank of Arizona bankofarizona.com	16767 N. Perimeter Dr., #200 Scottsdale, AZ 85260 480-459-2821	122	Bank	Dave Ralston
10	Lovitt & Touché lovitt-touche.com	1050 W. Washington St., #233 Tempe, AZ 85281 602-956-2250	114	Insurance and employee benefits	Charles Touché
11	Alliance Home Loans alliancehomeloans.com	5410 E. High St., #200 Phoenix, AZ 85054 877-276-1903	201	Mortgage bank	Jamie Korus
12	Town of Queen Creek queencreek.org	22358 S. Ellsworth Rd. Queen Creek, AZ 85142 480-358-3000	217	Town government	John Kross
13	Wespac Construction wespacaz.com	9440 N. 26th St. Phoenix, AZ 85028 602-956-1323	107	General contractor/construction manager	R. John Largay
14	George Brazil Air Conditioning & Heating georgebrazilhvac.com	2655 E. Magnolia St., #200 Phoenix, AZ 85034 602-842-0009	160	Home air conditioning and heater installation and service	Jim Probst
15	FlexPrint Managed Print Solutions flexprintinc.com	2845 N. Omaha St. Mesa, AZ 85215 888-353-9774	100	Managed print services	Frank Gaspari
16	EPCOR Water USA epcor.com	2355 W. Pinnacle Peak Rd., #300 Phoenix, AZ 85027 623-445-2455	220	Water services	Joe Gysel
17	Quarles & Brady LLP quarles.com	2 N. Central Ave. Phoenix, AZ 85004 602-229-5200	188	Law firm	Nicole Stanton
18	Arizona Diamondbacks dbacks.com	401 E. Jefferson St. Phoenix, AZ 85004 602-462-6500	224	Professional baseball	Derrick Hall
19	Mortenson Construction mortenson.com	3100 W. Ray Rd., #101 Chandler, AZ 85226 480-839-5944	102	Commercial construction	Robert Nartonis
20	City Property Management Co. cityproperty.com	4645 E. Cotton Gin Loop Phoenix, AZ 85040 602-437-4777	139	Community association management	Patti Garvin; Brian Lincks

CLOSER LOOK

3,111

Total number of local employees working for the 20 companies listed on this page

155.6

Average number of local employees working for the 20 companies listed on this page

TOP 5 FROM 5 YEARS AGO

Gallagher & Kennedy PA184

Osborn Maledon PA106

FireSky Resort & Spa175

V.I.P. Mortgage Inc.110

Arizona Diamondbacks225

ABOUT THE LIST

Information provided by Quantum Workplace.

1 Midsize category – 100 to 249 employees. Companies are selected primarily on their employees’ responses to surveys conducted by Quantum Workplace.

NEED A COPY OF THE LIST?

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WANT TO BE ON THE LIST?

To be considered for the Best Places to Work program and its accompanying lists, companies must nominate themselves each year at www.bizjournals.com/phoenix/nomination.

NOTES: NA - not applicable, not available or not approved

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CONTINUED FROM PAGE 36

renting out a water park each summer for a night. Additionally, we have extended our paid time off volunteer hours for all full-time employees up to 16 hours to be used at any charity/cause of their choosing.

What does your company or organization do to promote teamwork?

Open lines of communication are paramount and highly recommended. Going back to the Lead Up Connection Group, employees all have a designated co-worker outside their department to talk to. Leadership presses upon the fact that this is all of our company; one for all, all for one and to raise your hand.

What has been your company or organization's most successful team-building activity?

When one of our own was battling breast cancer, employees rallied around her showing support in so many ways. VIP held Hairmageddon, in which more than two dozen employees shaved their heads bald; every Friday was deemed Pink Out days with pink company t-shirts; and we raised more than \$30,000 with Fight Like a Girl Golf Tournament to offset many of her medical costs. We are happy to report she beat the cancer and is in remission.

What does it mean to achieve Best Places to Work status? This achievement is validation that helping people with heart achieves more than they ever could alone and it is really resonating with our employees.

4. HOMEOWNERS FINANCIAL GROUP USA

LOCAL LEADER: Bill Rogers
TITLE: Founder and CEO
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW?

When we started Homeowners, one of our goals was to create a workplace where employees felt valued and that they each knew they had an important role in the success of the company. There are so many different factors that play into becoming a Best Places to Work, but first and foremost we realize that our people are our most valuable asset.

What is your favorite/most effective perk that your company or organization offers? Among the dinners/casual dress days/awards trips to Hawaii, we are committed to giving back in the communities where we are located.



PROVIDED BY V.I.P. MORTGAGE INC.

VIP Mortgage team members promote many different causes, including raising money for a coworker who was diagnosed with breast cancer.

What does your company or organization do to promote teamwork?

One of the recognition tools we have in place is called "Homie Hot Shots." It's an area in our monthly newsletter dedicated to praising co-workers for going above and beyond. We draw a name from the submissions each month for a gift card.

What has been your company or organization's most successful team-building activity?

Each year we get the entire company together to participate in what we call our "State of the Union." We spend the day talking about plans for the future and celebrate our achievements. Afterward, we throw a big party – it really gives our people the opportunity to connect with one another.

What does it mean to achieve Best Places to Work status? Best Places to Work is like a report card for us, it gives us valuable information in areas

we are doing well in and in areas we can improve in. Our Best Places to Work status is exactly the type of environment we set out to create and we've been honored to remain a Best Places to Work the past 12 years consecutively. It means we're going in the right direction and that our people feel appreciated.

6. MICROAGE

LOCAL LEADER: Jeff McKeever and Mark McKeever
TITLE: Principals
LOCATION: Tempe

Why do you think your company or organization was named a BPTW?

Since our founding 40 years ago, our unique values-based culture puts associates first. We have an entrepreneurial atmosphere built on mutual trust and respect between associates and management.

What is your favorite/most effective perk that your company or organization offers? A true work-life integration. This is a concept that many organizations tout, but here at we believe that allowing associates the freedom to take care of their personal lives creates a healthier, less-stressful work atmosphere in which they can be more productive and responsive to our clients.

What does your company or organization do to promote teamwork?

MicroAge has two associate initiatives designed to encourage positive actions in a team environment. FitTogether is MicroAge's health and wellness program, which includes a gym reimbursement program, along with daily walk breaks and tips on healthy living. MicroAge ActTogether offers associates a chance to volunteer as a team and give back to local charities.

What has been your company or organization's most successful team-building activity?

Let's just say that the annual MicroAge Halloween Party is not to be missed. Associates form teams to decorate their work areas and things get more elaborate every year. Then in the afternoon family members join us at the office for games, crafts, trick-or-treating and a barbecue dinner.

What does it mean to achieve Best Places to Work status? At MicroAge we like to say that we're in the relationship business – relationships with our clients, our partners and with our associates. By responding positively to the BPTW survey, our associates are validating that this important relationship is strong and thriving. It makes us proud to have a positive impact on our associates' lives.



PROVIDED BY ULTHERA INC.

Ulthera's company softball game has proved to be a popular team-building event.

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7. ULTHERA INC., MERZ DEVICE INNOVATION CENTER (MDIC)

LOCAL LEADER: William R. Fender**TITLE:** Vice president and managing director**LOCATION:** Mesa

Why do you think your company or organization was named a BPTW? We think our company was named a BPTW for several reasons: our culture, diverse group of employees, our transparent communication and we encourage our employees to have a good work-life balance.

What is your favorite/most effective perk that your company or organization offers? Reduced pricing on company products, paid parental bonding leave, tuition reimbursement, wellness concierge, flexibility to work remotely when necessary and respect as we believe/trust in our employees to do the right thing.

What does your company or organization do to promote teamwork? We've restructured our office work spaces to have core project team groups together; we have weekly all-employee staff meetings; we encourage collaboration and constructive confrontation; we hold communication workshops as well as project team training.

What has been your company or organization's most successful team-building activity? Our most recent team-building activity was our company softball game. It sparked excitement, team camaraderie and friendly competition.



PROVIDED BY LOVITT & TOUCHE

Lovitt & Touche employees volunteer as a group and on their own. Last year they volunteered 342 hours of their time to various projects.

What does it mean to achieve Best Places to Work status? It is an honored achievement. It displays our focus to attract and retain talented employees to our company. In addition to our goals to achieve corporate objectives annually, we strive for a great work environment as well.

9. BANK OF ARIZONA

LOCAL LEADER: Dave Ralston**TITLE:** CEO**LOCATION:** Scottsdale

Why do you think your company or organization was named a BPTW? We work in a caring and family-like atmosphere where employees really enjoy being together. Our company is a stable organization with the opportunity to educate employees and a leadership team that believes in hiring great talent and then giving them the freedom to do their jobs.

What is your favorite/most effective perk that your company or organization offers? Our educational bootcamps where employees can learn management, listening, speaking and tactical skills that help them be a leader within the organization and in their personal lives. From Emergenetics and StrengthFinders to critical skills our employee education is top notch.

What does your company or organization do to promote teamwork? We encourage team outings and bonding anything from archery and escape-the-room events to pedicures where employees get to know each other outside the office. We also have it as part of our corporate values to better the community we serve. Every year we take United Way to a really fun level with employee challenges, cook-offs, hikes and employee competitions. "Hoop, There It Is" was an amazing hula hooping success this year.

What has been your company or organization's most successful team-building activity? Anything that involves helping others. Last year we worked at the St. Mary's Food Bank facility. It was hot, but our employees laughed, worked together and packed hundreds of emergency food boxes (it helped that we split in two teams and competed against each other). This year we are packaging care boxes for active military with Packages From Home.

What does it mean to achieve Best Places to Work status? It means that we all have worked together to build a community that we're proud to represent in the community.

10. LOVITT & TOUCHE

LOCAL LEADER: Charles Touché**TITLE:** CEO**LOCATION:** Tempe

Why do you think your company or organization was named a BPTW? For more than 100 years, Lovitt & Touché has retained the close-knit, collaborative atmosphere upon which the family-owned business was founded. This open culture, which values inclusivity, drives many of our innovations, empowers our staff, helps us deliver measurable results to clients and gives us the chance to make meaningful contributions to the greater community.

What is your favorite/most effective perk that your company or organization offers? Although Lovitt & Touché is one of the largest independent insurance agencies in the U.S., we are incredibly involved in serving our communities, so much so

CONTINUED ON PAGE 40



PROVIDED BY BANK OF ARIZONA

Bank of Arizona employees did a "Hoop, There It Is" event as part of its team-building efforts.



PROVIDED BY BANK OF ARIZONA

Giving back is part of Bank of Arizona's employee efforts, which included this holiday gift drive.

EMPLOYEE'S NAME _____

JOB DESCRIPTION _____

TODAY'S DATE _____

HIRE DATE _____

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CONTINUED FROM PAGE 38

that when we rebranded in 2014, we made our tagline “Business Minded. Community Focused.” to better reflect our priorities and mission. We encourage our employees to get involved, giving them up to eight hours annually to volunteer. This resulted in 119 employees donating more than 342 hours of their time last year. As an organization, we contributed more than \$500,000 to local charitable and professional associations in 2015 alone.

What does your company or organization do to promote teamwork?

We place a high value on nurturing a motivated, productive and engaged workforce, which allows teamwork, camaraderie and peer-to-peer relationship building to flourish. Our work teams are structured to promote collaboration and allow team members to learn from each other and grow together in knowledge, experience and expertise in a culture of positivity and support.

What has been your company or organization's most successful team-building activity? We wouldn't drill this down to a single activity, but to the efforts of our employee-led Wellness Committee. Branded as Feel Good & Lovitt, we have an 85.3 percent participation in our wellness program, and the committee helps drive fun, engaging and timely activities to promote many aspects of health.

What does it mean to achieve Best Places to Work status? Achieving Best Places to Work is an incredible point of pride for not only our company, but every single employee and even among our clients, especially when considering the intense and highly competitive nature of the insurance industry. It's a validation of every

principle that guides us and reinforces our unique approach to business.

11. ALLIANCE HOME LOANS

LOCAL LEADER: Jamie Korus

TITLE: President

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW?

Alliance believes every employee is family and does its best to convey that sense to the staff. The company's senior leadership shares a similar work ethic and philosophy, and that unity and goodwill washes over the entire staff.

What is your favorite/most effective perk that your company or organization offers? Alliance is on pace to have its most successful year ever, which typically means lots of work and long hours. The company's executive leadership recognizes this, and at the conclusion of a successful month, most of the support staff is afforded an early exit and celebration with plenty of food and drinks at a nearby establishment.

What does your company or organization do to promote teamwork? Alliance loves to celebrate its success as a team and embraces the “work hard, play hard” mentality: charity events, company parties, sporting events, happy hours, and on-the-fly bonuses are all common occurrences. Interpersonal relationships are as much a part of working at Alliance as producing home loans.

What has been your company or organization's most successful team-building activity? Every year, Alliance sponsors a multi-company, double-elimination softball tournament that draws participation and attendance

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PROVIDED BY ALLIANCE HOME LOANS

Alliance Home Loans sponsors a yearly softball tournament that draws more than 150 local mortgage professionals and their families.



PROVIDED BY WESPAC CONSTRUCTION

In addition to putting on the McDowell Mountain Music Festival, Wespac Construction employees get a little dressed up for Halloween.

from more than 150 local mortgage professionals and their families. The seventh annual event held in March was the largest to date and raised \$5,500, which was donated to the Make-A-Wish Foundation.

What does it mean to achieve Best Places to Work status? We pride ourselves in attracting and retaining top talent in our industry. We are honored to receive this distinction, and recognize that it is a result of the hard work, dedication and enthusiasm of this fantastic group. We hope to continue to use this honor as a way to demonstrate that working hard, being successful and loving your job do not have to be mutually exclusive.

13. WESPAC CONSTRUCTION

LOCAL LEADER: John Largay
TITLE: President
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Our mantra is “work hard, play hard,” and we do that very well. Wespac offers employees the opportunity to pursue their careers, their passions, while promoting a collective team of hardworking, highly productive, and fun professionals.

What is your favorite/most effective perk that your company or organization offers? Giving back to the community and celebrating family is something that we have always been passionate about. We do this through various employee events like the McDowell Mountain Music Festival, Family Fun Night, Family Picnic Day, and our annual Halloween and holiday parties. During office hours, we focus on creating perks that allow team

members to pause their work day and connect with one another or refresh. We do this through Friday Happy Hours in our club house and bi-weekly chair massages.

What does your company or organization do to promote teamwork? We celebrate our internal successes throughout the year with various team building events. These events vary from our monthly planning and strategy meetings, our annual Pig Hunt, which is an employee and client appreciation party, annual Subcontractor Appreciation, and the biggest one of them – hosting our grassroots, nonprofit McDowell Mountain Music Festival.

What has been your company or organization’s most successful team-building activity? The McDowell Mountain Music Festival is a 100 percent nonprofit festival where Wespac employees donate their time to staff, coordinate, and organize the event that’s driven by a strong commitment to building our community, promoting the arts and culture, and giving back to charity. Wespac team members volunteer nearly 4,000 community service hours annually in preparation for and during the annual festival. Our team has cumulatively contributed to more than \$1 million in donations to several local charities.

What does it mean to achieve Best Places to Work status? It means our team members feel valued, respected and fulfilled in their roles. In turn, this creates a positive work environment. Further, we use the results of the company survey to review areas and processes we can improve to make Wespac even better.

CONTINUED ON PAGE 42

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CONTINUED FROM PAGE 41

14. GEORGE BRAZIL AIR CONDITIONING & HEATING

LOCAL LEADER: Jim Probst

TITLE: President

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Because we focus on providing the best customer service. First and foremost, our management team works one-on-one with their team members to provide ongoing training to build confidence in their departments, and know that they are getting the job done right. They also build relationships with their team members that make them feel like we are all part of one big family.

What is your favorite/most effective perk that your company or organization offers? Our most effective perk is time off and vacation days, which we reward based on challenges we offer per department. No matter how great your job is, we know that people value their personal time the most.

What does your company or organization do to promote teamwork?

To help encourage teamwork we offer incentive-driven, department and cross-department challenges throughout the year. Winning teams earn breakfasts together, vacation days and sporting event outings together.

What has been your company or organization's most successful team-building activity?

Our most successful activity was our Dunk-A-Boss contest. By department, employees were offered challenges to win raffle tickets and also purchase raffle tickets for the Dunk-A-Boss event. Each raffle ticket earned them a ball to throw at the event. All proceeds went to the Wounded Warrior Foundation. With big dunk tanks set up in our parking lot, each of the 14 department managers had their time sitting on the dunk tank platform taunting the team to throw a ball and dunk them into the freezing cold water.

What does it mean to achieve Best Places to Work status? It is an honor to achieve Best Places to Work status because it is based on an anonymous survey completed by our employees. To know that the team feels that we

offer one of the best places to work means that our management team is doing its job in making sure all team members feel valued and respected.

15. FLEXPRINT NATIONAL MANAGED PRINT SOLUTIONS

LOCAL LEADER: Frank Gaspari

TITLE: CEO

LOCATION: Mesa

Why do you think your company or organization was named a BPTW?

FlexPrint's culture is an environment where co-workers are empowered to work with each other, cross department, to take care of the customers. Enthusiasm, teamwork, and collaboration helps create an atmosphere of engagement where everyone plays a part with successful customer service.

What is your favorite/most effective perk that your company or organization offers? Each year, FlexPrint organizes a peer-to-peer incentive program that recognizes employees that go above and beyond. For 2016, 12 coworkers are recognized

by their peers each quarter for doing something "better than yesterday" with \$2,500 cash. These coworkers are recognized for continuous self-improvement, cooperation, teamwork or breaking the status quo.

What does your company or organization do to promote teamwork?

FlexPrint's peer-based incentive programs creates an environment where team members are always pleasant and friendly with each other, all accomplishing the common goal of taking care of the customers. Everyone loves what they are doing and knows that their contributions matter. A feeling of appreciation and fulfillment helps build strong teams (formal or informal) that always moves the bar for the customers we serve.

What does it mean to achieve Best Places to Work status? Being recognized with a Best Places to Work shows that the culture we've built is sustaining, and is making a difference in the lives of our employees. We've always adhered to the mantra that happy employees lead to happy customers, and that's been a formula for success the FlexPrint has relied on since our inception.

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2016 BEST PLACES TO WORK

**COMPANY SIZE:** Large

1. ARIZONA KIMPTON HOTELS AND RESTAURANTS

LOCAL LEADER: Niels Vuijsters **TITLE:** Hotel General Manager **LOCATION:** Phoenix Palomar/Amara Resort

The hotel group with two properties in the Valley – the Hotel Palomar in downtown Phoenix and the Scott Resort & Spa in Scottsdale – aims to treat its employees as well as it treats its guest. The company uses an internal recognition program, strives to promote from within and seeks ways to mentor all its associates. Each hotel also has committees that plan events for the staff.

Why do you think your company or organization was named a BPTW? Kimpton Hotels as a whole strives to let our staff be themselves and have fun at work. We offer excellent health care benefits, paid time off, and are flexible with leave of absences. We value input from the staff and let them be involved during decision making on certain items. It's a big family here and everyone really feels that. Once you're in, you don't want to leave.

What is your favorite/most effective perk that your company or organization offers? Ability to think outside of the box when it comes to staff recognition. We don't just give them a pat on the back and a thank you, but rather come up with something that the staff member would enjoy and cater a gift around that. It really shows that you know about the person and you are going out of your way to show your appreciation.

What does your company or organization do to promote teamwork? Lots of teambuilding events inside and outside of work. For example we took the entire Lustre Bar staff to the VIP Effen Lounge at the Phoenix Suns arena on Nov 9. The managers as well

hold team building on and off property. Our Care Committee is made up of different representatives from around our hotels that focus on creating recognition incentives, charity involvement, and employee outings.

What has been your company or organization's most successful team-building activity? The Q2 Employee of the Quarter / GM's meeting was a big success. We hosted games and created teams that were made up from different departments. Second was the sales retreat off property at the Wild Horse Pass, we all let loose and really got to know each other in a great out of work setting.

What does it mean to achieve Best Places to Work status? It means we truly care about our staff, managers, and guests. The team is very proud of this status. If you invest a lot of time and energy into finding the right candidate for the job, but then don't focus on maintaining that relationship every day, then you're going to end up with an unhappy team and turnover. The benefits of having an engaged, satisfied workforce is immeasurable.

2. QUICKEN LOANS

LOCAL LEADER: Matthew Stoffer

TITLE: Vice President

LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW?

Quicken Loans' culture is what sets it apart from any other company. We are a collaborative, curious and high-energy team, all working toward the common goal of delivering the best mortgage experience to our clients. We encourage our team to think outside the box to drive change in our organization.

What is your favorite/most effective perk that your company or organization offers? Our health coverage for invitro fertilization and autism care are extremely impactful and not found at most companies. Both of these benefits change the lives of the team members and families of those who use them.

What does your company or organization do to promote teamwork?

Our focus on teamwork starts with our office environment. All of our team members sit at desks with low walls that encourage collaboration. We also carve time out of our days to have fun together – whether it's rolling up our sleeves to volunteer for a local nonprofit, breaking out in a Nerf gun battle in the office or taking offsite trips together.

What has been your company or organization's most successful team-building activity? We just finished our biggest volunteering project ever – a three-day collaboration with Habitat for Humanity. More than 500 of our team members came out and participated in home builds, landscaping and neighborhood revitalization in the Victory Acres neighborhood in Tempe.

What does it mean to achieve Best Places to Work status? We always say that if your team members are happy, your clients will be happy – and it's a philosophy that's really worked for us over our 31-year history. While we are grateful for the workplace we've built, we're also never satisfied and continually look for ways we can improve.

3. MCCARTHY BUILDING COMPANIES INC.

LOCAL LEADER: Justin Kelton

TITLE: Division president

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? The leadership at McCarthy understands the value of people. The organization is dedicated to building up its people.

What is your favorite/most effective perk that your company or organization offers? Because McCarthy is 100 percent employee-owned,

employees receive the equivalent of 19 percent of their salary deposited annually in their ESOP account. McCarthy also distributes 10 percent of its profit to the employees each year if performance goals are met.

What does your company or organization do to promote teamwork?

McCarthy hosts a variety of events throughout the year focused on building team camaraderie. These include annual shareholders party, business unit training, dozens of volunteer activities, McCarthy annual Golf Classic, Heart Hats Hands-on Project, Women in Leadership seminars, health and wellness activities, and much more.

What has been your company or organization's most successful team-building activity? McCarthy's community service program is called Heart Hats. One of the biggest community service events of the year is our national participation in the American Heart Association Heart Walk. Last year our office raised over \$43,000.

What does it mean to achieve Best Places to Work status? Achieving Best Places to Work status ties into McCarthy's initiative to be smart and healthy. McCarthy can be successful only when it's employees feel appreciated and supported in their pursuits. This awards confirms just that.

4. MEB MANAGEMENT SERVICES

LOCAL LEADERS: Libby Ekre, Jodi Sheahan and Mark Schilling

TITLES: Principal

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW?

Our team members not only know our company's core values but they also live them out every day: loyalty, humility, knowledgeability, team first and can-do attitude. The founders of MEB value each team member and the founders offer promotion opportunities, education, team-building opportunities and community outreach opportunities.

What is your favorite/most effective perk that your company or organization offers? MEB offers a paid time off and a 401(k) that is matched in part by MEB.

What does your company or organization do to promote teamwork?

We do this with our meetings, helping each other when needed, and with our community outreach.

What has been your company or organization's most successful team-building activity? Our community outreach has allowed for work relationships to become stronger.

What does it mean to achieve Best Places to Work status? It means a lot to us to get feedback from our team members. We take their feedback seriously and we make changes on procedures when needed due to the feedback we receive. When we achieve the Best Places to Work status, we know we are on the right track with what we offer to our team members. We care for each team member and we want them to know this.

5. LOANDEPOT

LOCAL LEADER: Anthony Hsieh

TITLE: Chairman and CEO

LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW?

LoanDepot is a fast-growing company that has achieved a top five ranking among all retail mortgage originators in America in less than seven years while prioritizing a workplace culture committed to career advancement opportunities. A loanDepot core value is "taking care of our people" by treating its more than 5,400 employees as the company's most important assets and biggest competitive advantage.



PROVIDED BY QUICKEN LOANS

Quicken Loans employees recently banded together to help Habitat for Humanity with several projects in the Victory Acres development in Tempe.



What is your favorite/most effective perk that your company or organization offers? LoanDepot's Learning and Development Department offers in-house educational programs aimed at developing an entrepreneurial spirit and a dynamic workplace.

What does your company or organization do to promote teamwork? LoanDepot Chairman and CEO Anthony Hsieh holds open forums, called the CEO Connect program, to engage employees to talk about their work, create a sense of community, and promote improvements in the company. A #TeamloanDepot "culture squad" provides sweet treats and employee fun through the monthly Snack Wednesday and Fast Friday programs across all its locations.

What has been your company or organization's most successful team-building activity? Employee dedication is rewarded with team-building activities off the coast of Southern California on day-long fishing excursions aboard a state-of-the-art yacht.

What does it mean to achieve Best Places to Work status? This recognition

is a testament to loanDepot's ongoing commitment to seek the best talent and promote its development. The company will continue its mission to be an employer of choice that encourages its employees to strive for excellence, pursue new opportunities to learn and grow, and foster an exciting culture of innovation.

6. SOUTHWEST HUMAN DEVELOPMENT

LOCAL LEADER: Ginger Ward
TITLE: CEO
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? We ensure a great work environment for all our staff by supporting one another in our day-to-day work and embracing each other's differences in pursuit of bettering the lives of Arizona's children and families.

What is your favorite/most effective perk that your company or organization offers? In addition to generous paid vacation, sick and holiday benefits, employees are offered a paid, week-long holiday break each December.



PROVIDED BY MCCARTHY BUILDING COS. INC.
McCarthy Building Cos. employees are involved in a number of events throughout the year.

What has been your company or organization's most successful team-building activity? An annual agency seminar where the entire nonprofit closes shop and all 850 employees come together for a full day of professional development and leadership.

What does it mean to achieve Best Places to Work status? That the

company is successfully supporting and meeting the needs of our staff in their day-to-day job and in their pursuit for professional development and growth. It also means that we are continually striving to attract and retain the most talented and dedicated early childhood professional across the state.

CONTINUED ON PAGE 46



BUILDING COMFORT, SAFETY AND EFFICIENCY

- BUILDING AUTOMATION
- LIFE SAFETY & SECURITY
- VIDEO SURVEILLANCE
- ENERGY RETROFITS
- ENERGY MANAGEMENT
- SUPPORT SERVICES
- HVAC SOLUTIONS

For more information, visit our website:
WWW.CLIMATEC.COM

CONTINUED FROM PAGE 45

7. SUNDT CONSTRUCTION

Local leader: G. Michael Hoover**TITLE:** President and CEO**LOCATION:** Tempe

Why do you think your company or organization was named a BPTW? Sundt has been in business for 126 years, and is 100 percent employee-owned. Our company's employee stock ownership plan creates a heightened sense of dedication and commitment among company employees, and has established the next generation of company owners.

What is your favorite/most effective perk that your company or organization offers? The ESOP really shows in employee-owner loyalty. Almost 20 percent of our workforce has been with the company for at least 10 years. We also have a results-based wellness program that allows our employee-owners to receive a 30 percent discount on their health premiums by participating in biometrics screenings.

What does your company or organization do to promote teamwork? Sundt employees give back to the communities where they live and work through the Sundt Foundation, which makes grants that improve the lives of disadvantaged children and adults. Since it was founded in 1999, the foundation has raised more than \$7.2 million in grants for nonprofit organizations in communities where Sundt employee-owners live and work. The foundation also supports volunteer efforts by employees to collect food for disadvantaged families, repair homes, and raise money through fundraising events.

What has been your company or organization's most successful team building activity? Since 2001, the Sundt Foundation has championed a special fundraising effort in memory of one of its employees. Mike Gaines was a member of the Sundt family for two decades before losing his life to complications from ALS, commonly known as Lou Gehrig's Disease. These annual events, including golf tournaments in Tucson, Phoenix, San Diego, Sacramento, San Antonio, and a skeet shoot in Tucson, to date have raised more than \$1.4 million. All of the money has been given to the ALS Association or the Muscular Dystrophy Association to be used for ALS research.

What does it mean to achieve Best Places to Work status? Being



PROVIDED BY SUNDT CONSTRUCTION

Sundt Construction employees are part owners in the company, which translates into plenty of giving back to the community through the Sundt Foundation.

the recipient of Best Places status highlights Sundt as an employer of choice and as a leader in employee engagement. Most importantly, it reaffirms how the Sundt employee-owner experience is a vital part of our success.

8. RAISING CANE'S CHICKEN FINGERS

LOCAL LEADERS: Jason Zwerin and Laz Amanatidis**TITLE:** Area managers**LOCATION:** Phoenix

Why do you think your company or organization was named a BPTW? We run our company based on four core values: guest-focused, operationally driven, community strong and fiscally fit. We think it's because of our constant work on these values that we have received this award.

What is your favorite/most effective perk that your company or organization offers? Cane's Love. Throughout each year Raising Cane's gives out random Cane's Love, whether its tickets to an Arizona Diamondbacks spring training game or a gift card to Starbucks for a job well done.

What does your company or organization do to promote teamwork? We promote a fun work environment and a cool culture in all of our restaurants. Prompting the crew to work together to make every shift fun and successful.

What has been your company or organization's most successful team-building activity? One of our core values is to be community strong, we attend various community related events, inviting all of crew to take the time to help.

9. CLIMATEC LLC

LOCAL LEADER: Terry Keenen**TITLE:** President**LOCATION:** Phoenix

Why do you think your company or organization was named a BPTW? Our goal is to keep an entrepreneurial feel regardless of the size of our company. Each business unit has the autonomy to recruit and hire employees that fits their specific needs. We value our employees and want them to know how much they are appreciated.

What is your favorite/most effective perk that your company or organization offers? Our company is always striving to promote wellness and work-life balance. Climatec offers a competitive benefit package with multiple plans to choose from.

What does your company or organization do to promote teamwork? We are always offering multiple types of training and events that lead to team building and great comradery.

What has been your company or organization's most successful team-building activity? Our company recently competed in the Company Fit Challenge, an event that promotes both wellness and teamwork.

What does it mean to achieve Best Places to Work status? Our culture is about delivering great customer experiences and rewarding careers by being a non-bureaucratic business that is entrepreneurial, nimble and pays attention to details. Achieving Best Places to Work status solidifies these efforts and only makes us want to continue to focus on employee empowerment, professional development, servant leadership and community involvement.

10. ARIZONA FEDERAL CREDIT UNION

LOCAL LEADER: Ron Westad**TITLE:** President and CEO**LOCATION:** Phoenix

Why do you think your company or organization was named a BPTW? We have a great member service culture that encourages employee involvement. Staff at all levels have participated in designing our performance management processes and even helped to determine our future business model. We have an open-door policy and a CEO that knows just about everyone by first name.

What is your favorite/most effective perk that your company or organization offers? We have great health care, generous time off, 401(k) contributions, etc., but a favorite is all of our employees' opportunity to share in a discretionary bonus pool at the end of the year. The pool is funded by a percentage of our net income, so it encourages us all to work hard, spend our time wisely, and minimize expenses. In short, it keeps us all on the same page and pulling in the same direction.

What does your company or organization do to promote teamwork? We can make anything into a fun contest – whether it is product sales, new account growth or employee wellness. And we get really creative with prizes for the winners, or consequences for the losers – always in good fun. Contest outcomes have resulted in everything from catered team lunches to our executives washing employees' cars.

What has been your company or organization's most successful team-building activity? This year it's



probably been our Office Olympics, which we held this summer at the same time as the Rio games. Each branch or department team competed in four rigorous tests of skill, which included toilet paper bowling and rhythmic ribbon dancing. All of the videos were posted on social media for all employees and members to enjoy.

What does it mean to achieve Best Places to Work status? It shows our employees appreciate working here as much as we appreciate them. Let's face it, there's nothing inherently exciting about working in financial services, so we put a lot of effort into ensuring our employees have a great employment experience and enjoy coming to work every day. We have a lot of fun together.

11. ASSOCIATED ASSET MANAGEMENT

LOCAL LEADER: Amanda Shaw
TITLE: President
LOCATION: Tempe

Why do you think your company or organization was named a BPTW? One of the main components will always be our outstanding company culture, perpetuated by our committed and talented staff and strong leadership team. We are able to sustain this culture by operating under our 30 key fundamentals, collectively known as "The AAM Way." The objective of this companywide initiative is to promote a culture that drives both individual and company success while ultimately increasing employee satisfaction.

What is your favorite/most effective perk that your company or organization offers? AAM firmly believes the most successful and satisfied employees are a direct result of a positive work environment. To continue to help create that positive environment and a healthy work-life balance, AAM encourages each department to plan bi-annual or quarterly team-building activities.

What does your company or organization do to promote teamwork? A key fundamental of AAM is "give back, pay forward." Annually, AAM partners with a local charity and offers employees company-sponsored volunteer opportunities.

What has been your company or organization's most successful team building activity? The yearly all-employee meeting. Not only is this meeting used as a platform to relay the company's annual performance and goal-setting for the next year, it also serves as an employee recognition awards event, where employees are

honored for their years of service. There is always a creative theme attached.

What does it mean to achieve Best Places to Work status? Achieving a Best Places to Work status is special because it shows that we are not only dedicated to the clients we serve but also to the quality of life of our employees.

12. GM FINANCIAL

LOCAL LEADER: Byron Callaway
TITLE: Senior vice president for corporate collections and consumer servicing
LOCATION: Chandler

Why do you think your company or organization was named a BPTW? At GM Financial, our workplace is based on the values of teamwork, excellence and integrity. In addition to offering a competitive compensation and benefits package, GM Financial places a strong emphasis on maintaining a Culture to Win – it's one of the company's five strategic priorities. We have several recognition programs in place, including our Kudos cards where team members can recognize each other for going above and beyond.

What is your favorite/most effective perk that your company or organization offers? We love being able to offer our employees a discount on the purchase or lease of new or pre-owned GM vehicles. They can even extend this discount to eligible friends and family. Company officers are eligible for a company vehicle program. For the past two years, we've held a Road Rally event for team members to get behind the wheel and test drive new GM models.

What does your company or organization do to promote teamwork? Teams and departments within our organization meet for potlucks, activities that contribute to learning, recognize and celebrate diversity and to fundraise for our Community Investment program's signature events, which include organizations such as March of Dimes, United Way and the Salvation Army.

What has been your company or organization's most successful team-building activity? Our March of Dimes event is by far our most successful and well-attended activity each year.

What does it mean to achieve Best Places to Work status? The recognition demonstrates that we have created a workplace where team members are rewarded, engaged and happy in their work. Knowing that our employees recognize and value GM Financial's culture is a great achievement for us.

CONTINUED ON PAGE 49



NOW HIRING

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Freedom Financial Network, LLC (FFN) is a consumer credit advocate that negotiates directly with creditors on consumers' behalf to resolve debt balances. Offering an alternative to credit counseling, debt consolidation and bankruptcy, the company's debt relief program helps clients resolve their unsecured debt, often in 24 to 48 months. FFN provides comprehensive consumer credit advocacy services.



Through the FFN family of companies – Freedom Debt Relief, Freedom Tax Relief, ConsolidationPlus, FreedomPlus and Bills.com, FFN works as an independent advocate to provide comprehensive financial solutions, including debt consolidation, debt resolution, debt settlement and tax resolution services for consumers struggling with debt. We have resolved more than \$4 billion in debt and assisted more than 300,000 clients since 2002, and we are an accredited member of the American Fair Credit Council, and a platinum member of the International Association of Professional Debt Arbitrators.

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BEST PLACES TO WORK – LARGE/EXTRA-LARGE¹

RANKED BY EMPLOYEE SURVEYS COMPILED BY QUANTUM WORKPLACE

LARGE

	<i>Business name Website</i>	<i>Address Phone</i>	<i>Local employees</i>	<i>Type of business</i>	<i>Top local executive</i>
1	Arizona Kimpton Hotels & Restaurants <i>kimptonhotels.com</i>	2 E. Jefferson St., Phoenix, AZ 85004 800-546-7866	274	Hotels	Niels Vuijsters
2	Quicken Loans <i>quickenloans.com</i>	16425 N. Pima Rd., #200, Scottsdale, AZ 85260 800-251-9080	990	Mortgage banking	Matt Stoffer
3	McCarthy Building Companies Inc. <i>mccarthy.com</i>	6225 N. 24th St., #200, Phoenix, AZ 85016 480-449-4700	343	General contractor	Bo Calbert
4	MEB Management Services <i>mebapts.com</i>	1215 E. Missouri Ave., Phoenix, AZ 85014 602-279-5515	293	Residential property management	Libby Ekre; Jodi Sheahan; Mark Schilling
5	loanDepot <i>loandepot.com</i>	1400 N. Pima Rd., Scottsdale, AZ 85260 888-983-3240	933	Mortgage and personal lending	Bryan Owen
6	Southwest Human Development <i>swhd.org</i>	2850 N. 24th St., Phoenix, AZ 85008 602-266-5976	915	Early childhood services provider	Ginger Ward
7	Sundt Construction Inc. <i>sundt.com</i>	2620 S. 55th St., Tempe, AZ 85282 480-293-3000	379	General contractor	Mike Hoover
8	MRG Marketing & Management, dba Raising Cane's Chicken Fingers <i>ilovecanes.com</i>	4325 E. Thomas Rd., Phoenix, AZ 85018 702-365-9221	571	Restaurant chain operator	Laz Amanatidis; Jason Zwerin
9	Climatec LLC <i>climatec.com</i>	2851 W. Kathleen Rd., Phoenix, AZ 85053 602-944-3330	283	Building technology	Terry Keenen
10	Arizona Federal Credit Union <i>arizonafederal.org</i>	33 N. 44th St., Phoenix, AZ 85008 602-683-1000	432	Credit union	Ronald Westad
11	Associated Asset Management (AAM) <i>associatedasset.com</i>	1600 W. Broadway Rd., #200, Tempe, AZ 85282 602-957-9191	389	Community association management	Laura Ziff; Joel Kramer
12	GM Financial <i>gmfinancial.com</i>	1975 S. Price Rd., Chandler, AZ 85286 480-281-9191	587	Financial services	Byron Callaway
13	Risas Dental & Braces <i>risasdental.com</i>	1601 N. 7th St., #420, Phoenix, AZ 85006 602-489-9075	258	Dentistry practice	Nicolas Porter, DDS; Rory Doucette
14	First American Title Insurance Co. <i>sw.firstam.com/az</i>	9000 E. Pima Center Pkwy., Scottsdale, AZ 85258 602-685-7000	673	Title insurance	Chip Carmer
15	WebPT Inc. <i>webpt.com</i>	625 S. 5th St., Bldg. A, Phoenix, AZ 85004 866-221-1870	300	Physical therapists' online record keeping	Nancy Ham; Heidi Jannenga
16	Nextiva <i>nextiva.com</i>	8800 E. Chaparral Rd., #300, Scottsdale, AZ 85250 800-799-0600	426	Business telephones	Tomas Gorny
17	Plexus Worldwide <i>plexusworldwide.com</i>	9145 E. Pima Center Pkwy., Scottsdale, AZ 85258 480-998-3490	263	Weight management and nutrition products	Tarl Robinson
18	Lifelock Inc. <i>lifelock.com</i>	60 E. Rio Salado Pkwy., #400, Tempe, AZ 85281 877-529-9826	506	Identity theft protection	Hilary Schneider
19	CopperPoint Insurance Cos. <i>copperpoint.com</i>	3030 N. 3rd St., Phoenix, AZ 85012 602-631-2801	296	Workers compensation insurance	Marc Schmittlein
20	Kitchell <i>kitchell.com</i>	1707 E. Highland Ave., Phoenix, AZ 85016 602-264-4411	313	Construction, real estate	James Swanson

EXTRA-LARGE

	<i>Business name Website</i>	<i>Address Phone</i>	<i>Local employees</i>	<i>Type of business</i>	<i>Top local executive</i>
1	Freedom Financial Network <i>freedomfinancialnetwork.com</i>	4940 S. Wendler Dr., #210, Tempe, AZ 85282 602-437-4999	1,100	Debt relief	Kevin Gallegos; Linda Luman
2	Edward Jones <i>edwardjones.com</i>	8620 S. River Pkwy., Tempe, AZ 85284 480-337-2000	1,162	Investments	Dave Long
3	Best Western <i>bestwestern.com</i>	6201 N. 24th Pkwy., Phoenix, AZ 85016 602-957-4200	1,038	Hotel chain	David Kong
4	QuikTrip Corp. <i>quiktrip.com</i>	1116 E. Broadway Rd., Tempe, AZ 85282 480-446-6300	2,250	Convenience store/gas station chain	Gary Mootz
5	Desert Schools Federal Credit Union <i>desertschools.org</i>	148 N. 48th St., Phoenix, AZ 85034 602-433-7000	1,053	Credit union	Susan Frank
6	Microchip Technology Inc. <i>microchip.com</i>	2355 W. Chandler Blvd., Chandler, AZ 85224 480-792-7200	1,832	Microprocessors	Steve Sanghi
7	PayPal Inc. <i>paypal.com</i>	3000 W. One Payment Way, Chandler, AZ 85286 877-672-9725	2,109	Financial services	Karen Marshall
8	Humana Inc. <i>humana.com</i>	2231 E. Camelback Rd., #400, Phoenix, AZ 85016 602-760-1700	2,500	Health care	Charles Ritz; Victoria Coley
9	International Cruise & Excursions Inc. (ICE) <i>iceenterprise.com</i>	15501 N. Dial Blvd., Scottsdale, AZ 85260 602-395-1995	1,167	Travel package marketing	John Rowley
10	Insight <i>insight.com</i>	6820 S. Harl Ave., Tempe, AZ 85283 800-467-4448	1,299	IT hardware, software and services provider	Kenneth Lamneck

NOTES: NA - not applicable, not available or not approved

► CLOSER LOOK

9,424

Total number of employees working for the 20 companies listed in the Large list on this page (average of 471.2 employees per firm)

15,551

Total number of employees working for the 10 companies listed in the Extra-Large list on this page (average of 1,555.1 employees per firm)

TOP 5 LARGE FIRMS FROM 5 YEARS AGO

Quicken Loans270

Mark-Taylor Residential368

Associated Asset Management268

Southwest Human Development712

Suntec Concrete320

ABOUT THE LIST

Information provided by Quantum Workplace.
1 Large category – 250 to 999 employees, Extra-Large – 1,000-plus. Companies are selected primarily on their employees’ responses to surveys conducted by Quantum Workplace.

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WANT TO BE ON THE LIST?

To be considered for the Best Places to Work program and its accompanying lists, companies must nominate themselves each year at www.bizjournals.com/phoenix/nomination.



CONTINUED FROM PAGE 47

14. FIRST AMERICAN TITLE INSURANCE COMPANY

LOCAL LEADER: Felecia Buycks
TITLE: Vice president, Direct Division Arizona state manager
LOCATION: Scottsdale

Why do you think your company or organization was named a BPTW? Our shared values establish a workplace experience that encourages exceptional service, innovation, and happy and engaged employees. We believe putting our people first by investing in them will ultimately create better customer experiences and a more productive organization.

What is your favorite/most effective perk that your company or organization offers? Our Healthy Steps program offers employees different health support programs to manage and improve their health, all for free. Employees have the opportunity to earn rewards points worth up to \$400 per year for completing various activities. Fitness challenges, benefits and wellness fairs, biometric

screenings, gym reimbursements (up to \$300 a year), TeleDoc, health insurance, generous discount programs, and on-site amenities round out a package of benefits that supports the well-being of all employees.

What does your company or organization do to promote teamwork? Teamwork starts with building strong camaraderie. At First American, we celebrate and recognize employees through Employee Appreciation Week and our online FA Recognition program where peers can recognize one another and managers can award points that are redeemable for gift cards and merchandise.

What has been your company or organization's most successful team-building activity? First American participates in Habitat for Humanity builds and breast cancer walks across the country.

What does it mean to achieve Best Places to Work status? We are honored to have been selected for this award, particularly since the judges were our employees. Without our employees' hard work and dedication, First American would not be the business it is today.

15. WEBPT

LOCAL LEADER: Heidi Jannenga
TITLE: Founder and president
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? From the beginning, we've taken a conscious approach to growing a company that champions a culture of collaboration. We hire for culture first and foremost, and that has helped us maintain a work-hard, play-hard philosophy in a place where people genuinely enjoy coming to work. And much of that enjoyment stems from the people we get to be around each day.

What is your favorite/most effective perk that your company or organization offers? One of the events that is most reflective of that culture is our annual spring picnic. We encourage everyone to bring their entire family—dogs, too—for an afternoon barbecue complete with games and a huge raffle drawing. This event gets bigger every year.

What does your company or organization do to promote teamwork? The very nature of our culture fosters an environment of teamwork. In

fact, teamwork played a key role in developing our core values. As part of our Culture Cruise—which is basically our new-employee training and onboarding process—we require each new hire to spend time in every WebPT department, observing their colleagues and understanding how each role in the company contributes to our overall mission to empower rehab therapists to achieve greatness in practice.

What has been your company or organization's most successful team-building activity? We participate in many team-building activities, ranging from coordinated community service events—like building a community playground or serving dinner at a local food bank—to fun outings at local sports and entertainment venues (spring training, anyone?). But, it's the unstructured, impromptu moments that have the biggest impact.

What does it mean to achieve Best Places to Work status? Being named one of the Best Places to Work truly is a testament to our team and the collective effort they put in to make our culture special. It also validates the conscious, intentional effort we've put toward building a culture-first environment.

WE'RE PLEASED TO ANNOUNCE OUR TEAM IS GROWING.



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Vice President of Recruiting
17550 N. Perimeter Drive, Suite 450
Scottsdale, AZ 85255
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COMPANY SIZE: Extra Large

1. FREEDOM FINANCIAL NETWORK

LOCAL LEADER: Kevin Gallegos **TITLE:** Senior vice president **LOCATION:** Tempe

With growth comes opportunity, and that’s how Freedom Financial Network looks at both its business and opportunities for its employees to succeed and prosper. The company focuses on promoting from within to make the most of its growing workforce. It also focuses on onsite employee activities such as picnics, holiday parties and health exams.

Why do you think your company or organization was named a BPTW? Freedom’s culture is one in which we care. There is a level of camaraderie and support that is unsurpassed. We focus on career pathing and taking care of our employees through internal support programs like Freedom Family Fund.

What is your favorite/most effective perk that your company or organization offers? Valuing the individual through flexible schedules, paid time off during birthdays and paid time for volunteering.

What does your company or organization do to promote teamwork? We have ambassadors within our departments and across the company who promote

recognition and reward. We have celebrations for successes and we treat opportunities through positive reinforcement.

What has been your company or organization’s most successful team-building activity? We enjoy events where the whole company can attend. Events ranging from bringing the family to Amazing Jakes in the summer, vendor fairs during the work day, and a wonderful holiday party to close out the year.

What does it mean to achieve Best Places to Work status? Our employees are honoring us with the Best Places to Work award, confirming our efforts and actions to show they are highly valued.

2. EDWARD JONES

LOCAL LEADER: Dave Long
TITLE: Principal, operations – Tempe
LOCATION: Tempe

Why do you think your company or organization was named a BPTW? It's our culture. It embraces our core values – putting our clients' interests first, working in partnership, and respecting individuals and their contributions. As a result, we have meaningful work, a collaborative environment, opportunity to own part of the firm, and the feel of family.

What is your favorite/most effective perk that your company or organization offers? Every associate has an opportunity to own part of the firm. Any associate in good standing with three years of service can be offered partnership.

What does your company or organization do to promote teamwork? We start with a singular, high-profile and transparent goal that guides every associate's work: making a difference in clients' lives. The way we accomplish that goal promotes teamwork: a branch network of two- and three-person offices, mentoring programs for new associates and leaders, a partnership structure that gives opportunity to every associate, and volunteer efforts that engage groups to volunteer at local charities or build teams for fundraisers.

What has been your company or organization's most successful team-building activity? Through our

mentoring programs, our associates volunteer to help others build a significant support network on their path to success. Great mentoring takes many forms. For example, veterans volunteer to train and mentor less-experienced financial advisers to open branches nearby.

What does it mean to achieve Best Places to Work status? The designation validates that we have built a work environment that is valuable and enjoyable. And it means we can attract the highest quality candidates to our firm as we continue to grow and serve more clients.

3. BEST WESTERN

LOCAL LEADER: David Kong
TITLE: CEO
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Best Western International is an organization where people join and stay for long-term, fulfilling careers. Our tradition of "member helping member" creates a culture of collaboration and teamwork that makes coming to work each day fun and rewarding.

What is your favorite/most effective perk that your company or organization offers? One of our most popular perks is our hotel discount program for employees, their family, and friends, which promotes traveling and exploring our nation and world.

What does your company or organization do to promote teamwork? We conduct an annual employee engagement survey and use the information to respond to our employees' needs. For example, we learned that our employees wanted access to more training opportunities, so the Skill Portal was developed. This is an online portal, offering interactive, virtual training classes.

What has been your company or organization's most successful team-building activity? Through our charitable arm, Best Western for a Better World, hotel owners and corporate staff donate time, money and talent to causes that benefit disaster relief, poverty and education. Our most recent employee fundraising initiative, "Blue Jeans for a Better World," raised approximately \$70,000 for charitable programs across the world.

What does it mean to achieve Best Places to Work status? At Best Western, we are dedicated to providing a positive, motivational and engaging work environment that our employees enjoy coming to each and every day. This recognition is particularly special because it indicates that we are achieving this goal. Our successes as a company are a direct result of the dedication, professionalism and talent of our extraordinary group of corporate employees, and we are extremely gratified that they continue to choose Best Western as a place to work.

4. QUIKTRIP CORP.

LOCAL LEADER: Gary Mootz
TITLE: Division manager
LOCATION: Arizona

Why do you think your company or organization was named a BPTW? QuikTrip continuously changes to focus on taking care of its employees. We offer great benefits such as our own doctors in our own clinics that have no wait time, no deductibles, and no co-pays with more than 400 prescriptions for free. QT promotes a culture that rewards hard work by promoting within.

What is your favorite/most effective perk that your company or organization offers? QuikTrip employees have the benefit of taking a "free shift." This allows an on-duty employee to go home within an hour of their scheduled start time and not be charged for time off on that day. Since time off is increasingly important to everyone, this perk is beneficial for employees who have unexpected events come up and need to be excused from work for the day.

What does your company or organization do to promote teamwork? QuikTrip offers a yearly employee meeting to gather all employees together to discuss how QT is doing and where we are going. We also have different events throughout the year that employees can attend and enjoy

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PROVIDED BY QUIKTRIP CORP.

QuikTrip believes in customer service, and those employees recognized as the best performers are rewarded with a trip to Hawaii to celebrate their achievements. During the trip, one employee is named Best of the Best.



PROVIDED BY DESERT SCHOOLS
FEDERAL CREDIT UNION

Desert Schools Federal Credit Union employees volunteer in local animal shelters.

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the comradery of their coworkers. In addition, store managers conduct meetings monthly basis to keep employees informed.

What has been your company or organization's most successful team-building activity? We have a contest

called the Best of the Best. We reward store employees based of three main categories. Best Customer Service, Best Food Service, and Best of the Best. Winners get a cash bonus and a free trip to Hawaii. In Hawaii, the Best of the Best winners from each market compete until one store becomes the Best of the Best in the entire company.

What does it mean to achieve Best Places to Work status? QuikTrip continually works to provide the opportunity for our employees to grow and succeed. This would be a testament to all the employees who work towards that goal each day. We believe at QT, that if you are not taking care of the customers, you better be taking care of those who are.

5. DESERT SCHOOLS FEDERAL CREDIT UNION

LOCAL LEADER: Susan Frank
TITLE: CEO
LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? We are an organization made up of people that genuinely care – about each other, about our members, and about those in our community. It's what sets Desert

Schools apart and makes it a great place to work.

What is your favorite/most effective perk that your company or organization offers? One of our core values is giving back, and one of our biggest perks is the flexibility we give our people to make a difference. Team Desert Schools donates thousands of hours annually in community service. We are proud to help make our community a better place.

What does your company or organization do to promote teamwork? We hire people who want to provide the highest levels of customer service and are excited to be part of the Desert Schools team. Everyone here knows what we are trying to accomplish – exceptional experiences inside and out. To do this, we empower cross-functional teams to deliver the best solutions that will make our members' lives better.

What has been your company or organization's most successful team-building activity? In 2015, we converted to a new core banking system. More than 20 project teams, consisting of hundreds of people across the organization, prepared for nearly two years to successfully convert

millions of pieces of member account data over a single weekend with minimal impact to our members. The teams worked very hard and took time out to celebrate major milestones. The end result was a successful project and a stronger overall credit union team.

What does it mean to achieve Best Places to Work status? Our people are the heart of our organization. If we're able to create an environment where they can excel and be happy, we're going to be a better financial resource for our members and a better community partner for our neighbors in the Valley.

7. PAYPAL

LOCAL LEADER: Karen Marshall
TITLE: Vice president of global operations, North America
LOCATION: Scottsdale, Chandler

Why do you think company or organization was named a BPTW? Many of our employees join PayPal because they believe they can make a big impact in the world. But what keeps people here long term is commitment to our customer champion culture and our core values of innovation, collaboration, wellness and inclusion. Being a global company,

Felecia Buycks,
Vice President Direct Division Arizona

Scott Goddard, State Sales Manager

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we are fortunate to have employees from all over the world who bring a diversity of experiences, capabilities, talents, backgrounds, and interests to work we do on behalf of our customers. For the past six years, PayPal has earned a perfect rating of 100 percent from the Human Rights Campaign Equality Index. We recently received HRC's Corporate Equality award.

All of this carries through company-wide and into our local communities, such as Phoenix, where we support and encourage employees to participate in local events.

What's your favorite/most effective perk that your company or organization offers? A popular perk offered today is our sabbatical, where every five years, employees take four weeks of paid time off to rest, recharge and give back to their communities.

What does your company or organization do to promote teamwork? Our customers benefit when we work together which is why collaboration is one of PayPal's four cultural values. We have created a unique working environment to help promote collaboration. We also host employee appreciation events, and conduct local community outreach together.



PROVIDED BY HUMANA

Humana has plenty of teamwork, whether it's working together on wellness programs or getting involved in the community.

What has been your company or organization's most successful team-building activity? Every August, PayPal Chandler holds an Employee Appreciation Week to celebrate and show gratitude for all employees and the work they do every day. There are a variety of activities that take place including free barbecue lunches, fun team meetings with oversized games, leaders taking their employees' shifts for a few hours, management potlucks,

thank you cards and raffle prizes.

What does it mean to achieve Best Places to Work status? Receiving this special recognition reinforces that we are creating a work environment that enables our employees to deliver on our mission with passion and enthusiasm. Our employees are the ones who create our 'best place to work' and it wouldn't be possible without their commitment to the culture we are creating.

8. HUMANA

LOCAL LEADER AND TITLE: Charles Ritz, West region vice ;resident for Humana's employer group; Victoria Coley, Arizona vice president for Humana's employer group

LOCATION: Phoenix

Why do you think your company or organization was named a BPTW? Humana has five company values and one of those is "thrive together." Our leaders and associates take this value to heart as they are constantly and consistently come together – whether it's through collaboration, teamwork or volunteerism – to make the places we work and live healthier and happier.

What is your favorite/most effective perk that your company or organization offers? The single most popular perk is HumanaVitality (soon to become Go365), an incentivized wellness and loyalty program that features a range of personalized well-being tools and rewards.

What does your company or organization do to promote teamwork? In Arizona, associates have three chances to get involved: Wellness Committees introduce fun events

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GREAT PLACES ATTRACT GREAT TALENT.

Kristi Sgambati
Senior Vice President
Senior Treasury Management Officer

Tim Schultz
Senior Vice President & Market Leader
Private Client Services

Brad Richards
Senior Vice President
Commercial Relationship Manager

Shelly Bica Haylovic
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multiple times a month that focus on getting associates healthy; the Arizona Community Council meets monthly to determine volunteer activities and giving campaigns for the six Valley facilities; and Network Resource Groups provide personal and experience-based forums for exchanging ideas, building community, and driving measurable business outcomes.

What has been your company or organization's most successful team-building activity? Last year, Humana hosted a charity football game between Wounded Warrior amputees and NFL alumni during Super Bowl week in Phoenix. More than 150 associates from across our six Valley facilities volunteered their time and came together to showcase to the community.

What does it mean to achieve Best Places to Work status? Not only is the Best Places to Work designation something our associates can be proud of but it's also a great recruiting tool for us in the Valley. We do two to three big hirings a year in the Valley so it's powerful when we can share the designation with job candidates to help showcase what we offer as a company.

understanding the positive impact these programs can have on both their work and personal life.

What is your favorite/most effective perk that your company or organization offers? The In It Together Foundation, a nonprofit, 501(c)(3) foundation created specifically for teammates. This program is funded by teammates to provide financial assistance to fellow teammates who encounter a financial hardship or a crisis.

What does your company or organization do to promote teamwork? One of Insight's three core values is harmony. We are many teammates on one global team. We invite perspective and consistently celebrate each other's unique contributions as we work together to bring the best solutions to our clients. We live and internalize this along with our purpose to build meaningful connections to help businesses run smarter.

What has been your company or organization's most successful team-building activity? The implementation of DiSC behavior assessments. These assessments have enabled our departmental teams to learn about each other's communication styles, and to then dig in to discuss how we can communicate more effectively as a team. To date, 1,500 teammates have participated in the assessment, allowing us to better understand and celebrate our unique communication styles.

What does it mean to achieve Best Places to Work status? It means Insight teammates recognize what a great place Insight is and that they have a workplace they are proud to be a part of. It also shows others the great work our teammates do is meaningful, and it just reinforces what we already know to be true.

10. INSIGHT ENTERPRISE

LOCAL LEADER: Ken Lamneck
TITLE: CEO
LOCATION: Tempe

Why do you think your company or organization was named a BPTW? Insight was named a Best Place to Work because our teammates truly believe that's what we are. The programs we have in place are focused around our teammates, and we're pleased they're



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