

PHOENIX  
BUSINESS JOURNAL

# Best Places to Work

2014

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THIS YEAR'S  
PRESTIGIOUS  
LISTS**



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BEST PLACES TO WORK

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Congratulations to all the Greater Phoenix Area businesses that are named a “Best Places to Work” for 2014. You truly deserve this recognition because your employees’ participation in the survey helps to determine that you belong among this elite group of companies.

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CopperPoint Mutual Insurance Company – the state’s premier provider of workers compensation insurance – is pleased to sponsor this annual event; we join in your celebration; and we are proud to see so many of our customers named on the lists of *Best Places to Work*.

At CopperPoint, we are committed to support and to be an advocate for Arizona businesses, small and large. We know the pressures your businesses face, just as we know being named a Best Places to Work will be a point of pride for you and your organization.

Again, congratulations from CopperPoint.



*Don Smith*

Don Smith  
President & CEO



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ON THE COVER

Yelp is the No. 1 Large Company in this year’s Best Places to Work. Among its happy employees, from left, are Julia Darnton, junior sales manager; Dennis Methvin, sales manager; Samantha Buchsbaum and Coleman Barker, senior elite account directors; and Rachelle Mahoney, sales manager.

Photo by Jim Poulin | Phoenix Business Journal

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MassMutual Arizona is proud to be a premiere sponsor of the *Phoenix Business Journal’s* “Best Places to Work 2014.” As a Best Place to Work 6 years running, we believe that this award is an outstanding honor to receive for any size company.

Your attendance at this event means you are being recognized as one of the Best Places to Work in Arizona, which elevates your company into an elite group of top businesses in the Valley.

As you know, Best Places to Work is more than just a title. It shows everyone that your company is a leader in work culture excellence. Winning this recognition signifies that your employees truly believe that your company is the Best Place to Work.

On behalf of MassMutual Arizona, a fellow Best Place to Work, let me congratulate you on being one of the Best Places to Work.

Jeffrey C. Dollarhide, CFP®, CLU®, CLTC®  
President, CEO and Managing Partner





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PROVIDED BY MILLER RUSSELL ASSOCIATES

Employees of Miller Russell Associates (No. 31, Micro Companies) are treated to the occasional visit from a cupcake truck.



PROVIDED BY PYXL

Pyxl (No. 35, Micro Companies) employees participate in team outings such as Camelback Mountain hikes.



# Rewarding MVPs

CREATIVITY IS KEY TO INVESTING IN EMPLOYEES AT THE VALLEY’S BEST PLACES TO WORK

BY MASADA SIEGEL  
Contributing Writer

As the economy continues to improve, the playing field is changing as people once again have broader choices of where to ply their skills. Finding creative ways to show employees they are valued is becoming increasingly important – and it’s always been an integral part of being one of the Valley’s Best Places to Work.

Just one example: When the Arizona Diamondbacks opened their 2014 season in Sydney, Australia, front-office employees were able to go along with the team and take a vacation Down Under. Through the D-backs organization, they received heavy discounts on flights, lodging and sightseeing opportunities, as well as special accommodations for the ballgames.

“Such companies put a strategic focus on their people,” said Professor Angelo

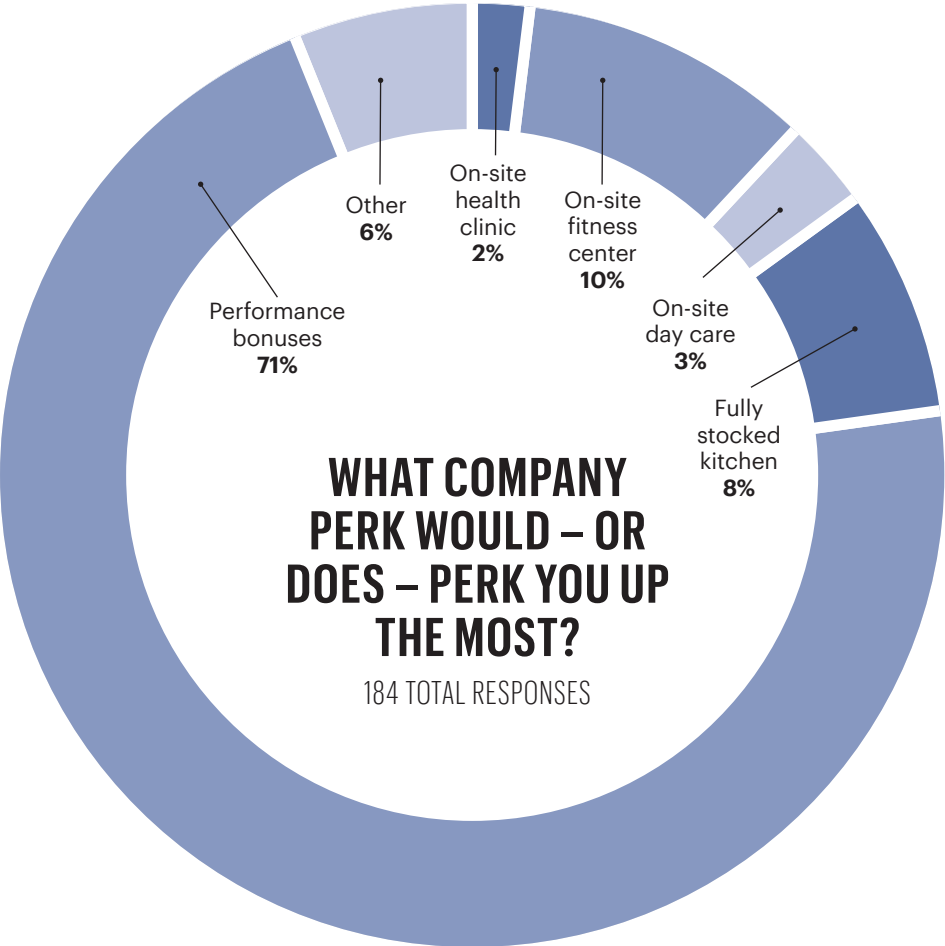
Kinicki of the W.P. Carey School of Business at Arizona State University. “They believe that a commitment to people is what leads to better service and profits. ... Companies make money when they invest in their people.”

Many leading companies offer competitive salaries and substantial benefits packages, and they are implementing change in creative ways.

At Yodle, an online marketing company with offices in Scottsdale, employees are encouraged to question authority – respectfully. Executives believe this is an important part of the company’s culture because it cultivates creative problem-solving and innovation.

This belief in independent thinking extends to executives trusting that their employees know themselves best. Yodle spokesman Radley Moss said his company’s biggest perk is flexible paid time off for exempt employees.

“We believe that our employees have







PROVIDED BY ARIZONA DIAMONDBACKS

A couple of Arizona Diamondbacks employees took advantage of the team's 2014 season opener in Australia to go snorkeling at the Great Barrier Reef.

the judgment to know when they need to take a break, tend to personal matters or spend time away from the office so that they can recharge and have fresh, focused minds – both at home and at work,” he said.

Believing in employees, providing purpose in the mission and rewarding them for a job well done all can help to create a compelling workplace.

“People are satisfied when their needs are met,” said Kinicki. “Doing meaningful work is one key need that many employees value. ... People want to feel like they are part of something.”

Many companies in Arizona, from tourism to technology, are hiring again and finding value in creating programs and opportunities for their staff. Every year, the *Phoenix Business Journal* honors companies that are great places to work. Here's a look at a few that have made a difference, both for the community and for their employees.

**StringCan Interactive**  
**No. 2, Micro Companies**  
As a Scottsdale interactive digital marketing and strategy company, StringCan has hit some bumps in the road.

“Our company definitely felt the pain

of the recession as many of our larger clients reduced their budgets,” said founder and CEO Jay Feitlinger. “We did have to let a few team members go, and had to ask the remaining team members to take on more work. But when we asked the most of our team, those times ended up being when we were most impressed with how each and every team member rolled up his or her sleeves to get the job done – and at a level that still delivered the highest quality.”

Part of the company's philosophy is to encourage feedback on work environment improvements. While the company offers many perks, such as team outings, its leaders also believe in investing in training and awarding additional paid time off for each year employees are with the company.

Feitlinger believes the little things go a long way to show appreciation to employees' dedication and support.

“We take the time to recognize hard work when things are going great, and



Jay Feitlinger



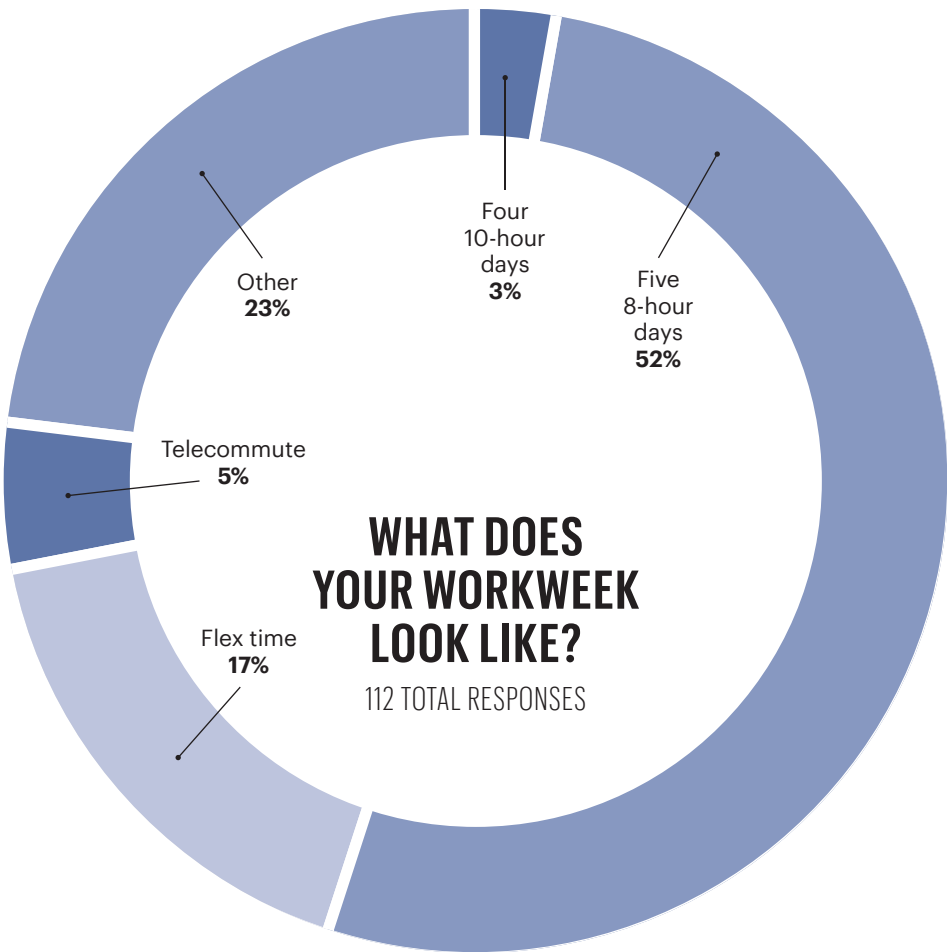
JIM POULIN | PHOENIX BUSINESS JOURNAL

StringCan Interactive CEO Jay Feitlinger, seated on table, believes the little things go a long way to show appreciation for a job well done.



PROVIDED BY ARIZONA DIAMONDBACKS

Diamondbacks employees got to see more than baseball in Sydney last spring.





BEST PLACES TO WORK

CONTINUED FROM PAGE 21

especially when they are not,” he said. “We love to find creative ways to reward the team members that go above and beyond with surprise gifts.”

Arizona Diamondbacks  
No. 17, Midsize Companies

The Arizona Diamondbacks also had to deal with cutbacks during the Great Recession.

“It was a huge concern of mine,” said President and CEO Derrick Hall. “We had to sit down and make big decisions. We had to eliminate 40 jobs. I had sleepless nights, literally, when my wife and I were both crying at night before we had to make the announcements that would change the lives of colleagues who are like family members.”



Derrick Hall

While team officials tried to save as many jobs as possible by reducing other expenses, some areas were off-limits.

“The one place we did not cut back was in community spending,” Hall said. “We increased our giving back to the community, because it was a time where they needed it most, and it resonated well with our employees.”

In the Diamondbacks’ philosophy,



PROVIDED BY VANTAGE RETIREMENT PLANS LLC

Employees of Vantage Retirement Plans LLC (No. 15, Micro Companies) dressed up in May to celebrate “Cinco de Vantage.”

employee needs must come first, and every employee needs to feel valued.

“Our employees are encouraged to speak out, to be heard, to make mistakes and learn from them,” Hall said. “If they take ideas from other companies, we ask them to figure out how to make them better. (For example), Bloomberg provides food for their employees, so we bring in food in creative ways. The team performance prizes include a name

drawn for maid cleaning service for a month after a sweep, doughnuts after a D-backs shutout, and smoothies after four consecutive wins.”

Arizona Coalition to End  
Sexual and Domestic Violence  
No. 14, Micro Companies

The Arizona Coalition to End Sexual and Domestic Violence is no stranger to dealing with difficulties; its workers do



PROVIDED BY PAYPAL

PayPal workers made a spectacle of themselves during “Nerd Day” earlier this year.

so on a daily basis.

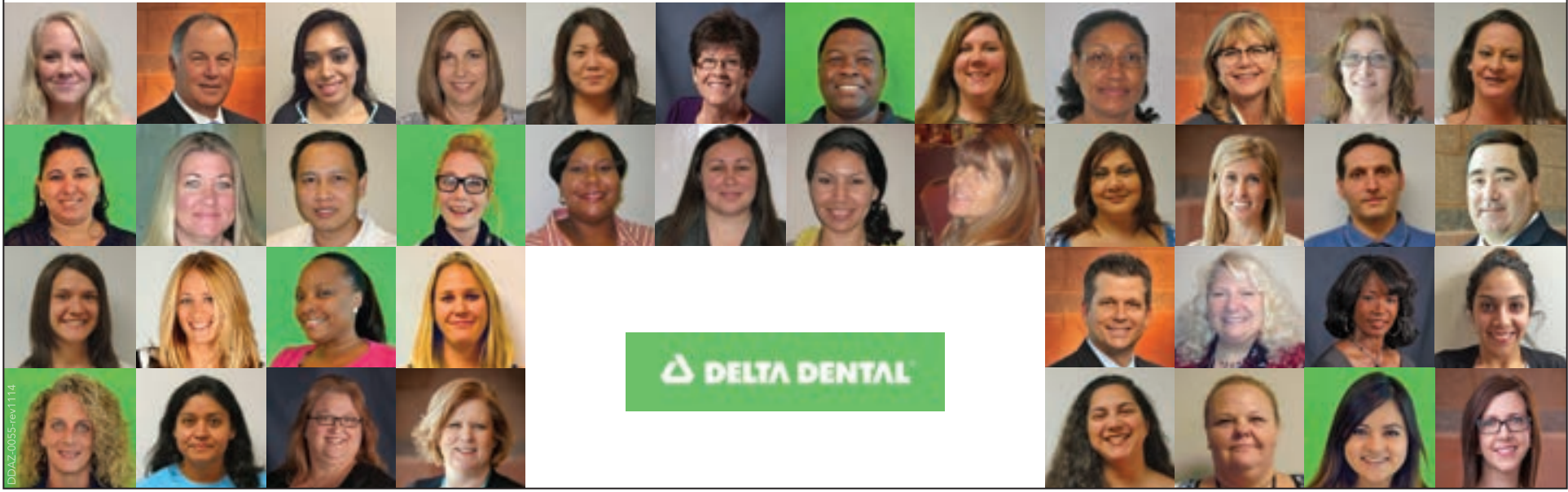
The nonprofit’s mission is known for training, public policy efforts, and an advocacy hotline providing information and resources in its efforts to stop sexual and domestic violence.

However, when the economy was faltering, the group was able to weather the recession without layoffs because it has a

CONTINUED ON PAGE 24




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PROVIDED BY ADOLFSON & PETERSON CONSTRUCTION

Under the “Queens for a Day” program at Adolfson & Peterson Construction (No. 36, Micro Companies), employees are rewarded with a team outing.



PROVIDED BY ZOG DIGITAL

ZOG Digital observes a dog-friendly office policy.



PROVIDED BY ICAN

ICAN’s team (No. 39, Micro Companies) dressed up as food to kick off a dinner program in 2014.

CONTINUED FROM PAGE 22

diverse income stream. While the staff is not large, leaders’ attention to detail and what’s important to their workers is huge.

“We also have generous leave and vacation policies, as well as the flexibility to work from home as needed,” said COO Jessye Johnson. “Additionally, we have a policy that allows new parents who work at the coalition to bring their infant to work



Jessye Johnson

until the infant reaches 6 months of age.”

The organization also has a common-sense approach of discouraging employees from coming to work sick. If needed, leaders encourage workers to take the occasional “mental health” day to avoid burnout or simply to cope with general work-life stresses.

**ZOG Digital  
No. 37, Micro Companies**

North Scottsdale is home to ZOG Digital, a marketing and technology company specializing in search engine optimization. It works with a cross-section of

companies helping to build and optimize content for websites, search engines and social networks.

“We started ZOG Digital in 2011, so we were less affected by the very worst of the economic recession,” said Jason Squardo, the company’s executive vice president of optimization. “We’ve experienced growth and attribute our success to the talented people who work here. Having said that, as we grow and hire for new roles, we see continue to see a huge response from job applicants.”

One of the company’s core principles is to foster leadership at every level of the



Jason Squardo

organization and to promote from within, Squardo said. Another key is encouraging a work-life balance that enables employee flexibility.

“We respect our employees and value their need to have lives outside of the office, so we’re accommodating,” he said. “We’re also a dog-friendly office and encourage employees to bring their dogs in on Fridays. It’s really fun, and it’s become a part of who we are.”



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# Works of Art

The Valley's Best Places to Work display a wide variety of art and other types of decor in their offices – some inspirational, some functional, some beautiful, and some downright fun. On the next few pages, you'll find just a sampling of images from this year's winners.



JIM POULIN | PHOENIX BUSINESS JOURNAL

Every year, Yelp Inc. (No. 1, Large Companies) asks its employees to nominate co-workers who most embody the company's values. The winners' portraits become "Yelp Values posters" that are displayed in its offices around the world. Pictured here are Sales Manager Andrew Naumann and Associate Sales Manager Jackie Ramos.



PROVIDED BY STATERA

Tim Bauer, co-owner of Statera (No. 6, Small Companies), loaned the company his collection of signed guitars and concert posters for display.



PROVIDED BY BOTANICARE

The office artwork at Botanicare (No. 20, Small Companies) represents founder and President Treg Bradley's support of local artists and the creative community.





PROVIDED BY LIFELOCK INC.

These green letters appear in several places and in different forms throughout the offices of LifeLock Inc. (No. 11, Large Companies) as reminders of the company’s values and behaviors.



The main hallway of Keyser (No. 10, Micro Companies) sports this sculpture of mountain climbers to remind employees at the young company to continue striving to reach new heights.

PROVIDED BY KEYSER

GAME ON



PROVIDED BY ASHTON TIFFANY LLC

The wooden foosball table at Ashton Tiffany LLC (No. 7, Small Companies) – a work of art in itself – was used for an in-house tournament in August. Principal Mike Tiffany, front left, was among the contenders.



PROVIDED BY GPS INSIGHT

Community rooms at GPS Insight (No. 2, Small Companies) are named after characters in “Fast Times at Ridgemont High.” The Spicoli Room, adorned with a photo of Sean Penn as Jeff Spicoli, houses a full-motion flight simulator.



PROVIDED BY WESPAC CONSTRUCTION

The cafe/game area at Wespac Construction (No. 21, Small Companies) features past years’ posters for the McDowell Mountain Music Festival. Employees have donated time to support the annual festival since its inception in 2004.



BEST PLACES TO WORK

Works of Art

Govig's mascot, Govi the Headhunter, graces the lobby of the executive placement firm (No. 5, Small Companies).  
PROVIDED BY GOVIG



PROVIDED BY LIFELOCK INC.

This chalk wall is in a LifeLock Inc. community area for anyone to write down ideas and suggestions to help employees work better and smarter.



PROVIDED BY TERRALEVER

This mural of LaneTerralever's values serves as a daily reminder to employees of what the company (No. 23, Small Companies) is all about.

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# GRATITUDE

As Desert Schools celebrates 75 years in the Valley, we are shining a spotlight on our employees, our members, and our community.

Thank you to our employees for shining a spotlight on us and voting Desert Schools as a Best Places to Work.

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# Space case

DIFFERENT OFFICE STYLES ALL HAVE THEIR PROS AND CONS

BY DANIKA WORTHINGTON  
dworthington@bizjournals.com  
602-308-6522

In 2013, Yahoo Inc. CEO Marissa Mayer sent out a memo banning employees from working at home.

“Speed and quality are often sacrificed when we work from home,” she wrote. “We need to be one Yahoo, and that starts with physically being together.”

Her memo sparked a national conversation about the best workplace environment: open floor plans, cubicles or telecommuting. But despite the ongoing debate, no consensus has been reached. Different companies still herald one office layout over others.

We looked at Yelp, PayPal and iT1 as examples. Each was rated among the *Phoenix Business Journal’s* Best Places to Work in the Valley, yet each uses a different office format.

When eBay Inc. acquired PayPal in 2002, the e-commerce business changed its local office to a combination of work styles. PayPal built its Chandler facility four years ago to fit that model.

Stephanie Daniel, business performance manager for PayPal (No. 1 on the Extra-Large Companies list), said the

company allows employees to work at home, but that can create an impersonal barrier between employees.

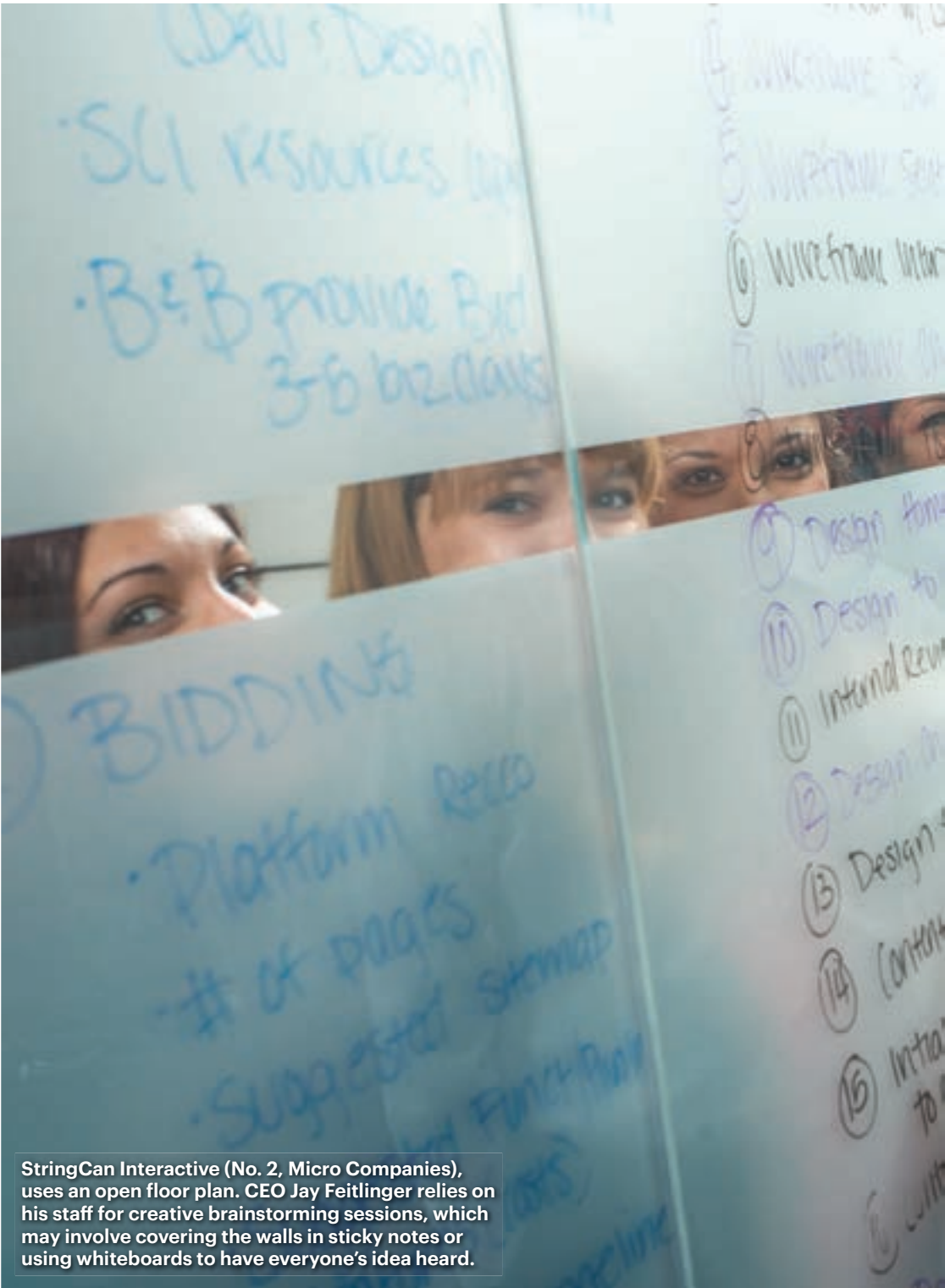
“You do feel like you tend to get a lot done (at home). Obviously, you have flexibility around the work-life balance,” she said. “But PayPal is very collaborative. I think one of the downsides of working remotely is you do tend to feel disconnected from people.”

At the Chandler office, PayPal uses both cubicles and an open floor plan, each with its pros and cons.

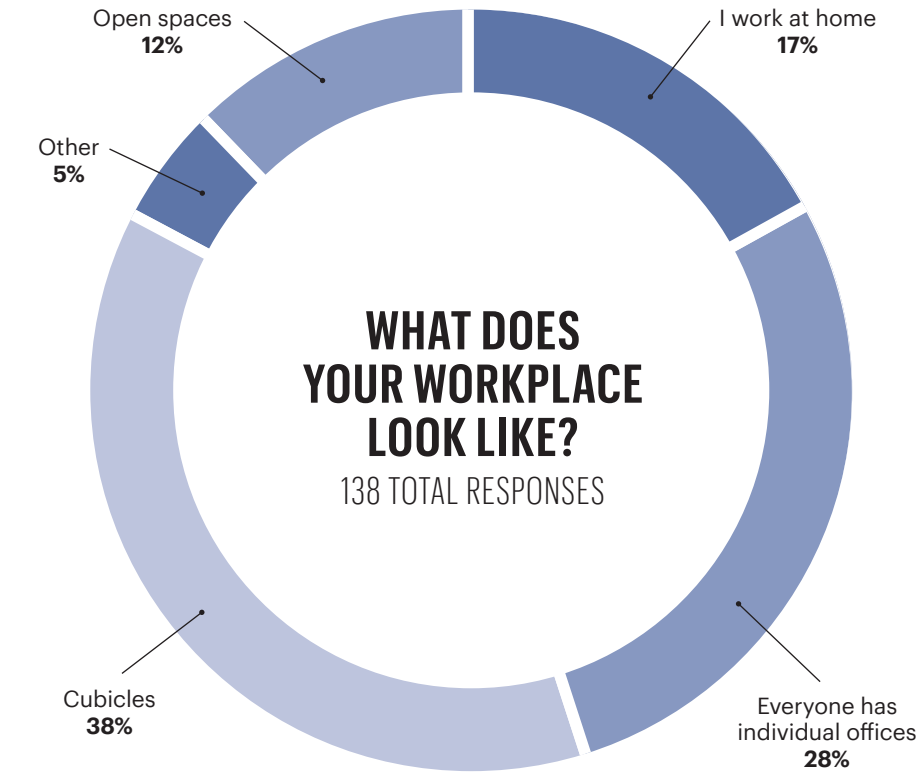
Cubicles provide an advantage for people who work with confidential materials or require a quiet atmosphere, but cubicle employees tend to feel disconnected from their peers. Having both cubicles and open space also gives the office a feeling of “us vs. them.”

PayPal makes an effort to make leadership approachable for all employees, Daniel said. Therefore leaders often sit in an open environment with their employees. This helps them keep a pulse on what’s going on in their departments, she said – but the lack of walls also can cause some problems.

“One of the drawbacks of the open



StringCan Interactive (No. 2, Micro Companies), uses an open floor plan. CEO Jay Feitlinger relies on his staff for creative brainstorming sessions, which may involve covering the walls in sticky notes or using whiteboards to have everyone’s idea heard.



Yelp Inc.’s open officen makes it easy for employees such as Senior Account Executive Cody Grosse and Sales Manager Erin Tolar to have informal discussions.





PHOTOS BY JIM POULIN | PHOENIX BUSINESS JOURNAL



PayPal Compliance Operations Manager Rob DeCampos leads a stand-up meeting of the financial services operations department.

## We asked our Best Places winners: What is your workplace style?

*"While we do have private offices for many employees, we have several open flex spaces designed specifically to foster collaboration."*

**MICHAEL SCHROEDER**, Marketing Director, Adolfson & Peterson Construction (No. 12, Midsize Companies)

*"Our office is a collaborative, open space, complete with whiteboards for creative planning sessions and spontaneous Nerf gun wars."*

**JEANNIE KRILL**, marketing manager, Pyxl (No. 35, Micro Companies)

*"Yodle has an open workplace to foster collaboration. We have found that this helps our team members work together to solve problems and get the best results."*

**RADLEY MOSS**, corporate communications director, Yodle (No. 12, Midsize Companies)

*"It has always been the approach of Summit to provide a Class A office workplace that incorporates an environment of offices, cubicles and open space that generates an exciting atmosphere for people to collaborate."*

**SCOTT FORREST**, founder and CEO, Summit Commercial Finance (No. 5, Micro Companies)

*"Traditional cubicles are ...replaced by low desk walls and an open floor plan. Clear glass walls on every office and meeting room encourage a strict open-door policy and open communication for all."*

**JORDAN FYLONENKO**, PR manager, Quicken Loans (No. 2, Large Companies)

*"We have a very open and collaborative space, with just three offices . . . We have a kitchen with a lounge area for employees to relax at lunchtime or enjoy coffee."*

**MELISSA DIGIANFILIPPO**, partner and vice president of PR, Serendipit Consulting (No. 38, Micro Companies)

*"Open areas are offered for group meetings and brainstorms. As a financial institution, maintaining the privacy of member data and proprietary company information is a high priority, and therefore appropriate workspaces to do so are maintained."*

**JENNIFER GODEL**, senior vice president and chief HR officer, Desert Schools Federal Credit Union (No. 2, Extra-Large Companies)

*"Open and collaborative. Cubes would kill that, and so would telecommuting. We have several out-of-state workers and bring them in regularly to feel more of a part of the team."*

**LYNNE KING SMITH**, CEO, TicketForce (No. 17, Micro Companies)

*"We have the ability to work from home when necessary, and over half of our office space is set up with team rooms (that) can be checked out to use in collaboration with other team members."*

**MARGARETE NASIR**, HR manager, Statera (No. 6, Small Companies)

*"We have an open environment with individual workstations that have been designed to maximize collaboration while still retaining privacy. Some employees are part-time teleworkers due to their mobile roles and off-site client interactions."*

**SHAWN ELLIS**, HR director, Lovitt & Touche (No. 9, Midsize Companies)

*"Workspaces at GoDaddy are open because it helps boost productivity and creativity with collaborative meeting areas, bright colors, high ceilings, whiteboard walls, beanbag chairs and large-screen televisions."*

**AUGUSTE GOLDMAN**, chief people officer, GoDaddy (No. 9, Extra-Large Companies)

*"We have a mixture of office spaces and cubicles. The cubicles provide enough privacy for staff to create their own work environment while allowing them to collaborate with their peers. The offices offer a more private area if employees need one-on-one time with the executive staff."*

**DARIN FISHER**, CEO and managing member, Vision Community Management (No. 16, Small Companies)

*"We favor an open-space concept with team members' cubes around manager desks. Our office has bright colors and lots of natural light."*

**GRACE MININBERG**, associate vice president for human resources, GM Financial (No. 16, Large Companies)



BEST PLACES TO WORK



JIM POULIN | PHOENIX BUSINESS JOURNAL

Music permeates Yelp’s wide-open offices, drowning the cacophony of conversation in white noise.

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floor plan can just be the noise, especially if you are sitting in a group that is taking phone calls or customer calls,” she said.

This falls in line with the results of a 2013 study from the University of Sydney called “Workspace satisfaction: The privacy-communication trade-off in open plan offices.” The study surveyed 42,000 offices in the U.S. to determine the benefits and shortcomings of an open plan compared with private offices. Participants overwhelmingly reported that the benefits from the “ease of interaction” in an open plan hardly negated the drawbacks in acoustics, privacy and proxemics.

But millennials, who have great control over future workplace trends, are still drawn to the exciting and energetic atmosphere of an open plan, such as the one at the Chandler offices of Yelp (No. 1 on the Large Companies list).

The San Francisco-based crowdsourcing review website, founded in 2004, followed the open trend of other technology companies.

“The big focus has just been keeping the small tech startup vibe,” said Spencer Hoekstra, director of account management at Yelp.

There are no offices or cubicles, but

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BEST PLACES TO WORK



PHOTOS BY JIM POULIN | PHOENIX BUSINESS JOURNAL

Above: Yelp employees including Brittany Hannish, a junior account executive, enjoy being in the thick of it all in the company's wide-open office space.

Right: PayPal's Daniel Sheehan, seated, recruits PayPal employees to participate in Movember, a prostate cancer awareness campaign.



CONTINUED FROM PAGE 32

rather a sea of pods where managers sit among employees. The office is loud, as the obvious sounds of typing and other people's phone conversations joined Hoekstra's voice over the phone during his interview.

A Pandora station plays music, and employees cheer whenever someone closes a sale or hits one of the metal gongs scattered throughout the office. A photo of the past month's top-sales employee holding a boxing belt is posted on the wall, and a nap room is available with dim lights and massage chairs.

If employees need a bit more privacy, they can head to the Ferris Bueller conference room or any of the others named after 1980s movies, TV shows and bands.

"The way that we create the environment in terms of how it feels and how it works contributes 100 percent to how people behave," Hoekstra said.

He said Yelp's open floor plan maintains high energy while simultaneously nurturing trust and integrity – two aspects important to the tech company. Additionally, it leads to greater collaboration between departments that normally wouldn't talk to each other, he said.

"The only potential drawback is if somebody is on the phone and they say, 'What's that noise?' – 'That's just our

office, man," Hoekstra will reply. "They get really into it."

But not all Valley tech companies feel the same way. Scottsdale-based technology solutions company iT1 Source (No. 1 on the Small Companies list) embraces the cubicle culture.

Brian Doyle, iT1's corporate recruitment and human resources manager, said cubicles are especially beneficial for the sales team because it allows them to isolate themselves while working on a complicated quote or making prospective calls.

"It helps them tune out any distractions, whether they be visual or noise around the office, and just be able to focus on their work," he said.

"People like having their own space," he added. "They make it their own. When you spend so much of your time in one place, you have to be comfortable."

But if an employee's work allows it, he or she is able to work from home, Doyle said.

"Our team is very experienced, very talented in what they do," he said. "Having that freedom, being able to be treated like an adult without micro-managing their preferred working style and environment, allows them to be more engaged and more productive and helps with the overall culture of the company." ▮

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We are excited about the announcement. But we are even more excited about what we are going to be able to accomplish as a whole. We can't wait to bring you added services and capabilities that will ignite your organization and drive true business impact.

### About Xtreme Consulting

Founded in 2005, Xtreme didn't set out to create just another consulting firm - the world has enough consulting firms. We wanted to bring together a unique group of smart and passionate

people, all with varying skill sets, to help clients tackle their business and technology challenges in innovative ways.

Our services are flexible and affordable, and we have the ability to move quickly. From an engagement's start to finish, we work closely and openly with our clients, set clear expectations, and ensure success every step of the way.

### Get in Contact Today

For more information on how we can assist your organization, please contact our Phoenix Managing Director, Shawn Plowman, at [shawn@xtremeconsulting.com](mailto:shawn@xtremeconsulting.com)

### Xtreme Teams: Xtreme Results™

Supporting IT, HR, Marketing, Finance, Engineering, Sales, and Operations Managers who depend on professional expertise and information technology to achieve their business goals.

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- Managed Services
- HR Consulting
- Software Development
- Systems Administrators
- Hardware Specialists
- Software Build
- Software Release
- Software Test Engineers
- Engineers
- Technical Writers
- Technical Editor
- Web Development
- Project Managers
- Graphic Design
- Production Artists
- Design Integration
- UX/Technical Design
- Mobile Development
- Database Development
- Database Administration

For a complete list, email us at [info@xtremeconsulting.com](mailto:info@xtremeconsulting.com)

Xtreme Consulting Group, Inc.

3200 E Camelback Rd., Suite 390  
Phoenix, AZ 85018

Talk with us: 602.977.7777  
[xtremeconsulting.com](http://xtremeconsulting.com)



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

# BEST PLACES TO WORK – LARGE/EXTRA-LARGE<sup>1</sup>

RANKED BY EMPLOYEE SURVEYS COMPILED BY QUANTUM WORKPLACE

## LARGE

|    | <i>Business name<br/>Website</i>   | <i>Address<br/>Phone</i>  | <i>Local employees</i> | <i>Type of business</i>                     | <i>Top local executive</i> |
|----|--|---|------------------------|---|----------------------------|
| 1  | <b>Yelp Inc.</b><br><i>www.yelp.com</i>                                    | 4343 N. Scottsdale Road, Ste. 220, Scottsdale 85251<br>480-327-0100         | 750                    | Consumer review/business connection website | Erica Galos-Alioto         |
| 2  | <b>Quicken Loans</b><br><i>www.quickenloans.com</i>                        | 16425 N. Pima Road, Scottsdale 85260<br>800-251-9080                        | 520                    | Mortgage banking                            | Matt Stoffer               |
| 3  | <b>Southwest Human Development</b><br><i>www.swhd.org</i>                  | 2850 N. 24th St., Phoenix 85008<br>602-266-5976                             | 834                    | Early childhood services provider           | Ginger Ward                |
| 4  | <b>Kimpton Hotels of Arizona</b><br><i>www.kimptonhotels.com</i>           | 2 E. Jefferson St., Phoenix 85004<br>800-546-7866                           | 365                    | Hotels                                      | Jim Hollister              |
| 5  | <b>First American Title Insurance Co.</b><br><i>sw.firstam.com/az</i>      | 9000 E. Pima Center Pkwy., Scottsdale 85258<br>602-685-7000                 | 526                    | Title insurance                             | Chip Carmer                |
| 6  | <b>Climatec Inc.</b><br><i>www.climatec.com</i>                            | 2851 W. Kathleen Road, Phoenix 85053<br>602-944-3330                        | 269                    | Construction                                | Terry Keenen               |
| 7  | <b>QuikTrip Corp.</b><br><i>www.quiktrip.com</i>                           | 1116 E. Broadway Road, Tempe 85282<br>480-446-6300                          | 600                    | Gasoline station/convenience store          | Gary Mootz                 |
| 8  | <b>IO</b><br><i>www.io.com</i>   | 615 N. 48th St., Phoenix 85008<br>480-513-8500                              | 360                    | Data center technology                      | George Slessman            |
| 9  | <b>Kitchell</b><br><i>www.kitchell.com</i>                                 | 1707 E. Highland Ave., Phoenix 85016<br>602-264-4411                        | 330                    | Construction, real estate                   | James Swanson; Jeff Allen  |
| 10 | <b>Raising Cane's Chicken Fingers</b><br><i>www.ilovecanes.com</i>         | 1215 S. Fort Apache Road, Ste. 240, Las Vegas, Nevada 89117<br>702-365-9221 | 340                    | Restaurant                                  | Joseph Micatrotto          |
| 11 | <b>Lifelock Inc.</b><br><i>www.lifelock.com</i>                            | 60 E. Rio Salado Pkwy., Ste. 400, Tempe 85281<br>877-529-9826               | 419                    | Identity theft protection                   | Todd Davis                 |
| 12 | <b>Suntec Concrete</b><br><i>www.suntecconcrete.com</i>                    | 2221 W. Shangri-La Road, Phoenix 85029<br>602-997-0937                      | 663                    | Concrete construction                       | Jerry Barnier              |
| 13 | <b>Freedom Financial Network</b><br><i>www.freedomfinancialnetwork.com</i> | 4940 S. Wendler Drive, Ste. 101, Tempe 85282<br>602-427-9523                | 550                    | Debt relief                                 | Kevin Gallegos             |
| 14 | <b>BMO Harris Bank</b><br><i>www.bmoharris.com</i>                         | 1 E. Camelback Road, Phoenix 85012<br>602-241-6500                          | 360                    | Banking                                     | Steve Zandpour             |
| 15 | <b>The CORE Institute</b><br><i>www.thecoreinstitute.com</i>               | 18444 N. 25th Ave., Ste. 320, Phoenix 85023<br>866-974-2673                 | 437                    | Health care                                 | David Jacofsky             |
| 16 | <b>GM Financial</b><br><i>www.gmfinancial.com</i>                          | 1975 S. Price Road, Chandler 85286<br>480-281-9191                          | 273                    | Financial services                          | Byron Callaway             |
| 17 | <b>Crescent Crown Distributing</b><br><i>www.ccdaz.com</i>                 | 1640 W. Broadway Road, Mesa 85202<br>480-685-2000                           | 650                    | Beverage distribution                       | James Moffett              |
| 18 | <b>Jones Lang LaSalle</b><br><i>www.am.joneslanglasalle.com</i>            | 3131 E. Camelback Road, Ste. 400, Phoenix 85016<br>602-282-6300             | 350                    | Commercial real estate                      | Dennis Desmond             |
| 19 | <b>CSAA Insurance Group</b><br><i>csaa-insurance.aaa.com</i>               | 5353 W. Bell Road, Glendale 85308<br>800-207-3618                           | 988                    | Insurance                                   | Rosa Sibitsky              |
| 20 | <b>Total Transit Inc.</b><br><i>www.totaltransit.com</i>                   | 4600 W. Camelback Road, Glendale 85301<br>602-200-5500                      | 323                    | Transportation                              | Craig Hughes               |

## EXTRA-LARGE

|    | <i>Business name<br/>Website</i>   | <i>Address<br/>Phone</i>  | <i>Local employees</i> | <i>Type of business</i>                     | <i>Top local executive</i> |
|----|--|---|------------------------|---|----------------------------|
| 1  | <b>PayPal Inc.</b><br><i>www.paypal.com</i>  | 3000 W. One Payment Way, Chandler 85286<br>877-672-9725         | 1,800                  | Financial services                          | Karen Marshall             |
| 2  | <b>Desert Schools Federal Credit Union</b><br><i>www.desertschools.org</i>                     | 148 N. 48th St., Phoenix 85034<br>602-433-7000                  | 1,117                  | Credit union                                | Susan Frank                |
| 3  | <b>Discover Financial Services</b><br><i>www.discovercard.com</i>                              | 2402 W. Beardsley Road, Phoenix 85027<br>623-643-6099           | 2,528                  | Financial services                          | Dennis Michel              |
| 4  | <b>Edward Jones</b><br><i>www.edwardjones.com</i>  | 8640 S. River Pkwy., Tempe 85284<br>480-337-2000                | 1,134                  | Investments                                 | Dave Long                  |
| 5  | <b>Goodwill of Central Arizona</b><br><i>www.goodwillaz.org</i>                                | 2626 W. Beryl Ave., Phoenix 85021<br>602-535-4000               | 1,955                  | Nonprofit                                   | Jim Teter                  |
| 6  | <b>Humana Inc.</b><br><i>www.humana.com</i>  | 2231 E. Camelback Road, Ste. 400, Phoenix 85016<br>602-760-1700 | 2,520                  | Health care                                 | Mark El-Tawil              |
| 7  | <b>Sonora Quest Laboratories /Laboratory Sciences of America</b><br><i>www.sonoraquest.com</i> | 1255 W. Washington St., Tempe 85281<br>602-685-5000             | 2,297                  | Health care                                 | David Dexter               |
| 8  | <b>Insight</b><br><i>www.insight.com</i>   | 6820 S. Hart Ave., Tempe 85283<br>800-467-4448                  | 1,360                  | Computer sales, services                    | Kenneth Lamneck            |
| 9  | <b>GoDaddy</b><br><i>www.godaddy.com</i>   | 14455 N. Hayden Road, Scottsdale 85260<br>480-505-8800          | 3,037                  | Internet domain name registrar, Web hosting | Blake Irving               |
| 10 | <b>International Cruise &amp; Excursions Inc. (ICE)</b><br><i>www.icecenterprise.com</i>       | 15501 N. Dial Blvd., Scottsdale 85260<br>602-395-1995           | 1,190                  | Travel package marketing                    | John Rowley                |

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

► CLOSER LOOK

9,907

Total number of employees working for the 20 companies listed in the Large list on this page (average of 495.4 employees per firm)

18,938

Total number of employees working for the 10 companies listed in the Extra-Large list on this page (average of 1,893.8 employees per firm)

TOP FIVE LARGE COMPANIES, FIVE YEARS AGO

QuickTrip Corp.

475

Southwest Human Development

450

Westin Kierland Resort and Spa

725

Westcor

550

Chandler Regional Medical Center

1,412

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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X-LARGE COMPANIES



NUMBER 1

**PayPal**  
**Top local exec:** Karen Marshall, vice president for global operations, Arizona and Latin America  
**HQ:** San Jose, California  
**Local office:** Chandler  
**Employees:** 1,800  
**Industry:** Financial services  
**Web:** www.paypal.com

LARGE COMPANIES



NUMBER 1

**Yelp Inc.**  
**Top local exec:** Erica Galos Alioto, vice president of local sales, Phoenix  
**HQ:** San Francisco  
**Local office:** Scottsdale  
**Employees:** 750  
**Industry:** Technology  
**Web:** www.yelp.com



NUMBER 2

**Desert Schools Federal Credit Union**  
**Top local exec:** Susan Frank, president and CEO  
**HQ:** Phoenix  
**Employees:** 1,117  
**Industry:** Financial services  
**Web:** www.desertschools.org



NUMBER 2

**Quicken Loans**  
**Top local exec:** Matt Stoffer, vice president of mortgage banking  
**HQ:** Detroit  
**Local office:** Scottsdale  
**Employees:** 520  
**Industry:** Financial services  
**Web:** www.quickenloans.com



NUMBER 3

**Discover Financial Services**  
**Top local exec:** Dennis Michel, vice president  
**HQ:** Riverwoods, Illinois  
**Local office:** Phoenix  
**Employees:** 2,528  
**Industry:** Financial services  
**Web:** discovercard.com



NUMBER 3

**Southwest Human Development**  
**Top local exec:** Ginger Ward, CEO  
**HQ:** Phoenix  
**Employees:** 834  
**Industry:** Nonprofit  
**Web:** www.swhd.org



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dbrown@bizjournals.com

# BEST PLACES TO WORK – MEDIUM<sup>1</sup>

RANKED BY SURVEYS COMPILED BY QUANTUM WORKPLACE

|    | <i>Business name<br/>Website</i>  | <i>Address<br/>Phone</i>   | <i>Local employees</i> | <i>Type of business</i>           | <i>Top local executive</i>   |
|----|---|--|------------------------|-----------------------------------|------------------------------|
| 1  | <b>Osborn Maledon PA</b><br><i>www.omlaw.com</i>                          | 2929 N. Central Ave., 21st Floor, Phoenix 85012<br>602-640-9000      | 103                    | Law firm                          | Scott Rodgers                |
| 2  | <b>MicroAge</b><br><i>www.microage.com</i>                                | 8160 S. Hardy Drive, Ste. 101, Tempe 85284<br>480-366-2000           | 109                    | IT solutions provider             | Mark McKeever; Jeff McKeever |
| 3  | <b>Team Select</b><br><i>www.teamselectthh.com</i>                        | 668 N. 44th St., Ste. 227E, Phoenix 85008<br>602-382-8500            | 100                    | Home health care                  | Mike Lovell                  |
| 4  | <b>Homeowners Financial Group USA LLC</b><br><i>www.homeownersfsg.com</i> | 16427 N. Scottsdale Road, Ste. 145, Scottsdale 85254<br>480-305-8500 | 157                    | Mortgage banker                   | Pat Lamb                     |
| 5  | <b>CSW Contractors Inc.</b><br><i>www.cswcontractors.com</i>              | 6135 N. Seventh St., Ste. 105, Phoenix 85014<br>602-266-7000         | 181                    | Construction                      | Robert Meyers                |
| 6  | <b>NOVA Home Loans</b><br><i>www.novahomeloans.com</i>                    | 2850 E. Camelback Road, Ste. 270, Phoenix 85016<br>602-224-4840      | 150                    | Mortgage banker                   | Jon Volpe                    |
| 7  | <b>Valley of the Sun United Way</b><br><i>www.vsuw.org</i>                | 1515 E. Osborn Road, Phoenix 85014<br>602-631-4800                   | 109                    | Nonprofit                         | Merl Waschler                |
| 8  | <b>Bank of Arizona</b><br><i>www.bankofarizona.com</i>                    | 16767 N. Perimeter Drive, Ste. 200, Scottsdale 85260<br>480-459-2821 | 114                    | Bank                              | Dave Ralston                 |
| 9  | <b>Lovitt &amp; Touché Inc.</b><br><i>www.lovitt-touche.com</i>           | 1050 W. Washington St., Ste. 233, Tempe 85281<br>602-956-2250        | 110                    | Insurance agency                  | Charles Touché               |
| 10 | <b>Risas Dental and Braces</b><br><i>www.risasdental.com</i>              | 1601 N. Seventh St., Ste. 260, Phoenix 85006<br>602-489-9075         | 200                    | Dentistry practice                | Nicolas Porter, DDS          |
| 11 | <b>Arizona Office Technologies</b><br><i>www.aot-xerox.com</i>            | 4320 E. Cotton Center Blvd., Phoenix 85040<br>602-346-3000           | 128                    | Technology consulting             | Dan Brady                    |
| 12 | <b>Yodle</b><br><i>www.yodle.com</i>                                      | 1375 N. Scottsdale Road, Ste. 400, Scottsdale 85257<br>877-276-5104  | 196                    | Online marketing                  | Kevin Biggs                  |
| 13 | <b>Quarles &amp; Brady LLP</b><br><i>www.quarles.com</i>                  | 2 N. Central Ave., Phoenix 85004<br>602-229-5200                     | 137                    | Law firm                          | Nicole Stanton               |
| 14 | <b>Nextiva Inc.</b><br><i>www.nextiva.com</i>                             | 8800 E. Chaparral Road, Ste. 300, Scottsdale 85250<br>800-799-0600   | 228                    | Business telephones               | Tomas Gorney                 |
| 15 | <b>City Property Management Co.</b><br><i>www.cityproperty.com</i>        | 4645 E. Cotton Gin Loop, Phoenix 85040<br>602-437-4777               | 140                    | Community association management  | Patti Garvin; Brian Lincks   |
| 16 | <b>McCarthy Building Companies Inc.</b><br><i>www.mccarthy.com</i>        | 6225 N. 24th St., Ste. 200, Phoenix 85016<br>480-449-4700            | 168                    | General contractor                | Bo Calbert                   |
| 17 | <b>Arizona Diamondbacks</b><br><i>www.dbacks.com</i>                      | 401 E. Jefferson St., Phoenix 85004<br>602-462-6500                  | 246                    | Professional baseball             | Derrick Hall                 |
| 18 | <b>Avanade</b><br><i>www.avanade.com</i>                                  | 3200 E. Camelback Road, Ste. 205, Phoenix 98101<br>206-239-5600      | 185                    | Business technology               | Jeffrey Bassett              |
| 19 | <b>EY</b><br><i>www.ey.com</i>  | 2 N. Central Ave., Ste. 2300, Phoenix 85004<br>602-322-3000          | 218                    | Accounting, management consulting | Ron Butler                   |
| 20 | <b>Jennings, Strauss &amp; Salmon PLC</b><br><i>www.jsslaw.com</i>        | 1 E. Washington St., Ste. 1900, Phoenix 85004<br>602-262-5911        | 123                    | Law firm                          | J. Scott Rhodes              |

► **CLOSER LOOK**

3,102

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

155.1

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

**TOP FIVE, FIVE YEARS AGO**

McCarthy Building Companies Inc.

218

Gallagher & Kennedy PA

212

FireSky Resort and Spa

130

Burch & Cracchiolo PA

100

PDS - Planned Development Services

101

**ABOUT THE LIST**

Information provided by Quantum Workplace.

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

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



MIDSIZE COMPANIES



NUMBER 1

**Osborn  
Maledon PA**

**Top local exec:** Scott Rodgers,  
managing partner

**HQ:** Phoenix

**Employees:** 103

**Industry:** Legal services

**Web:** [www.omlaw.com](http://www.omlaw.com)



NUMBER 2

**MicroAge**

**Top local exec:** Jeff McKeever,  
founder

**HQ:** Tempe

**Employees:** 109

**Industry:** Technology

**Web:** [www.microage.com](http://www.microage.com)



NUMBER 3

**Team Select**

**Top local exec:** Mike Lovell,  
president

**HQ:** Phoenix

**Employees:** 100

**Industry:** Health care

**Web:** [www.teamselectthh.com](http://www.teamselectthh.com)

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# BEST PLACES TO WORK – SMALL<sup>1</sup>

RANKED BY SURVEYS COMPILED BY QUANTUM WORKPLACE

|    | <i>Business name<br/>Website</i>  | <i>Address<br/>Phone</i>   | <i>Total<br/>employees</i> | <i>Type of business</i>                 | <i>Top local executive</i>            |
|----|---|--|----------------------------|---|---------------------------------------|
| 1  | <b>IT1 Source</b><br><i>www.it1.com</i>   | 4110 N. Scottsdale Road, Ste. 300, Scottsdale 85251<br>877-777-5995  | 60                         | Information technology                  | Bryan Clifton                         |
| 2  | <b>GPS Insight</b><br><i>www.gpsinsight.com</i>                                       | 19001 N. Scottsdale Road, Ste. 400, Scottsdale 85255<br>480-663-9463 | 65                         | Fleet tracking software                 | Robert Donat                          |
| 3  | <b>Select Shops</b><br><i>www.selectblinds.com</i>                                    | 1910 S. Stapley Drive, Ste. 137, Mesa 85204<br>888-257-1840          | 72                         | Home furnishings                        | Al Silverberg                         |
| 4  | <b>Harley-Davidson of Scottsdale</b><br><i>www.hdofscottsdale.com</i>                 | 15600 N. Hayden Road, Scottsdale 85260<br>480-905-1903               | 77                         | Motorcycle dealership                   | Justin Johnson                        |
| 5  | <b>Govig</b><br><i>www.govig.com</i>  | 4800 N. Scottsdale Road, Ste. 2800, Scottsdale 85251<br>480-941-5627 | 66                         | Recruitment services                    | Todd Govig                            |
| 6  | <b>Statera</b><br><i>www.statera.com</i>  | 80 E. Rio Salado Pkwy., Ste. 711, Tempe 85281<br>602-340-8500        | 55                         | IT services provider                    | Tim Bauer                             |
| 7  | <b>Ashton Tiffany LLC</b><br><i>www.ashtontiffany.com</i>                             | 333 E. Osborn Road, Ste. 300, Phoenix 85012<br>602-257-9119          | 90                         | Risk management services                | Mike Tiffany; John Ashton             |
| 8  | <b>Go AZ Motorcycles</b><br><i>www.goaz.com</i>                                       | 15500 N. Hayden Road, Scottsdale 85260<br>480-609-1800               | 63                         | Motorcycle dealership                   | Gina Marra                            |
| 9  | <b>Chasse Building Team</b><br><i>www.chasse.us</i>                                   | 2400 W. Broadway Road, Mesa 85202<br>480-425-7777                    | 65                         | Construction                            | Barry Chasse                          |
| 10 | <b>Potter's House Apothecary</b><br><i>www.pottershouserx.com</i>                     | 21753 N. 77th Ave., Ste. 1100, Peoria 85382<br>623-362-9322          | 50                         | Compounding pharmacy                    | Kevin Borg                            |
| 11 | <b>Lifetree Manufacturing LLC</b><br><i>www.lifetreemfg.com</i>                       | 2401 W. 1st St., Tempe 85281<br>480-477-9075                         | 62                         | Nutraceutical manufacturer              | Brandon Martin; Scott Brooks          |
| 12 | <b>Landings Credit Union</b><br><i>www.landingscu.org</i>                             | 2800 S. Mill Ave., Tempe 85282<br>480-967-9475                       | 67                         | Credit union                            | Margaret Hunnicutt                    |
| 13 | <b>Burch &amp; Cracchiolo PA</b><br><i>www.bcattorneys.com</i>                        | 702 E. Osborn Road, Ste. 200, Phoenix 85014<br>602-274-7611          | 96                         | Law firm                                | Ed Bull                               |
| 14 | <b>Sonoran Spine Center</b><br><i>www.sonoranspine.com</i>                            | 1255 W. Rio Salado Pkwy., Ste. 107, Tempe 85281<br>480-962-0071      | 55                         | Health care                             | Dennis Crandall                       |
| 15 | <b>Lavidge</b><br><i>www.lavidge.com</i>  | 2777 E. Camelback Road, Ste. 300, Phoenix 85016<br>480-998-2600      | 72                         | Marketing communications                | Bill Lavidge                          |
| 16 | <b>Vision Community Management</b><br><i>www.wearrevision.com</i>                     | 9633 S. 48th St., Ste. 150, Phoenix 85044<br>480-759-4945            | 60                         | Community management                    | Darin Fisher                          |
| 17 | <b>Commercial Properties Inc.</b><br><i>www.cpiaz.com</i>                             | 2323 W. University Drive, Tempe 85281<br>480-966-2301                | 85                         | Commercial real estate                  | Leroy Breinholt                       |
| 18 | <b>Burns &amp; McDonnell Engineering</b><br><i>www.burnsmcd.com</i>                   | 2600 N. Central Ave., Ste. 1500, Phoenix 85004<br>602-977-2623       | 68                         | Engineering firm                        | Patrick Edwards                       |
| 19 | <b>MassMutual Arizona</b><br><i>arizona.massmutual.com</i>                            | 17550 N. Perimeter Drive, Ste. 450, Scottsdale 85255<br>480-538-2900 | 80                         | Insurance, financial services           | Jeff Dollarhide                       |
| 20 | <b>Botanicare</b><br><i>www.botanicare.com</i>  | 6858 W. Chicago St., Ste. 3, Chandler 85226<br>877-753-0404          | 54                         | Hydroponics, indoor gardening support   | Adam Sharp; Kayla Sharp; Treg Bradley |
| 21 | <b>Wespac Construction</b><br><i>www.wespacaz.com</i>                                 | 9440 N. 26th St., Phoenix 85028<br>602-956-1323                      | 77                         | General contractor/construction manager | R. John Largay                        |
| 22 | <b>Sanders &amp; Parks PC</b><br><i>www.sandersparks.com</i>                          | 3030 N. Third St., Ste. 1300, Phoenix 85012<br>602-532-5600          | 53                         | Law firm                                | Mark Worischek                        |
| 23 | <b>LaneTerralever<sup>1</sup></b><br><i>www.laneterralever.com</i>                    | 733 W. McDowell Road, Phoenix 85007<br>602-258-5263                  | 98                         | Marketing communications                | Beau Lane; Chris Johnson              |
| 24 | <b>Scottsdale National Golf Club</b><br><i>www.sngc.com</i>                           | 29001 N. 122nd St., Scottsdale 85262<br>480-443-8868                 | 70                         | Golf course                             | Troy Batt                             |
| 25 | <b>Southwest Autism Research &amp; Resource Center</b><br><i>www.autismcenter.org</i> | 300 N. 18th St., Phoenix 85006<br>602-340-8717                       | 82                         | Nonprofit                               | Daniel Openden                        |

► **CLOSER LOOK**

1,742

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

69.7

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

**TOP FIVE, FIVE YEARS AGO**

|                                    |    |
|------------------------------------|----|
| Homeowners Financial Group         | 85 |
| DPR Construction Inc.              | 85 |
| Statera                            | 55 |
| Ashton Tiffany LLC                 | 96 |
| The Dollarhide Financial Group LLC | 75 |

**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.

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<sup>1</sup> E.B. Lane and Terralever merged in October 2013.



SMALL COMPANIES



NUMBER 1

**iT1 Source**  
**Top local exec:** Bryan Clifton, principal  
**HQ:** Scottsdale  
**Employees:** 60  
**Industry:** Technology  
**Web:** [www.it1.com](http://www.it1.com)



NUMBER 2

**GPS Insight**  
**Top local exec:** Rob Donat, founder and CEO  
**HQ:** Scottsdale  
**Employees:** 65  
**Industry:** Technology  
**Web:** [www.gpsinsight.com](http://www.gpsinsight.com)



NUMBER 3

**Select Shops**  
**Top local exec:** Al Silverberg, owner  
**HQ:** Mesa  
**Employees:** 72  
**Industry:**  
**Web:** [www.selectblinds.com](http://www.selectblinds.com)

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

# BEST PLACES TO WORK – MICRO<sup>1</sup>

RANKED BY EMPLOYEE SURVEYS COMPILED BY QUANTUM WORKPLACE

|    | Business name / Website  | Address / Phone   | Employees | Type of business  | Top local executive                               |
|----|--|---|-----------|---|---|
| 1  | <b>United Pet Care LLC</b><br>www.unitedpetcare.com                    | 6232 N. Seventh St., Phoenix 85014<br>602-266-5303                        | 10        | Pet health care   | Doris Amdur                                       |
| 2  | <b>StringCan Interactive</b><br>www.stringcaninteractive.com           | 7525 E. Camelback Road, Ste. 201, Scottsdale 85251<br>480-612-0360        | 11        | Online marketing  | Jay Feitlinger                                    |
| 3  | <b>Owens &amp; Perkins PC</b><br>www.oplaw.com                         | 7322 E. Thomas Road, Scottsdale 85251<br>480-630-2464                     | 14        | Law firm  | Michelle Perkins; C.D. Owens                      |
| 4  | <b>SEI - Phoenix LLC</b><br>www.sysev.com                              | 7702 E. Doubletree Ranch Road, Scottsdale 85258<br>480-607-2635           | 17        | Technology and business consulting                            | Aaron Detzer                                      |
| 5  | <b>Summit Commercial Finance</b><br>www.summitcommercialfinance.com    | 14646 N Kierland Blvd., Ste. 130, Scottsdale 85254<br>888-758-8880        | 10        | Business equipment financing and leasing                      | Scott Forrest                                     |
| 6  | <b>Catalyst Media Design</b><br>www.catalystmediadesign.com            | 4141 N. Scottsdale Road, Ste. 155, Scottsdale 85251<br>480-471-8390       | 10        | Advertising   | Diana Trujillo; Renee duPlessis Bestor; Liz Scott |
| 7  | <b>Triadvocates LLC</b><br>www.triadvocates.com                        | 2 N. Central Ave., Ste. 1150, Phoenix 85004<br>602-761-2760               | 10        | Lobbying, public affairs                                      | Management Committee                              |
| 8  | <b>Cresa Phoenix</b><br>www.cresa.com                                  | 2398 E. Camelback Road, Ste. 900, Phoenix 85016<br>602-648-7373           | 21        | Commercial real estate  | Gary Gregg; Scott Maxwell                         |
| 9  | <b>Andante Law Group</b><br>www.andantelaw.com                         | 4110 N. Scottsdale Road, Ste. 330, Scottsdale 85251<br>480-421-9449       | 10        | Law firm  | Daniel Garrison                                   |
| 10 | <b>Keyser</b><br>www.keyserco.com                                      | 1048 N. 44th St., Ste. 200, Phoenix 85008<br>602-953-9737                 | 21        | Real estate advisory firm                                     | Jonathan Keyser                                   |
| 11 | <b>The James Agency</b><br>www.thejamesagency.com                      | 8100 E. Indian School Road, Ste. 201, Scottsdale 85251<br>480-248-6710    | 16        | Brand development firm  | Veronique James                                   |
| 12 | <b>Slalom Consulting</b><br>www.slalom.com                             | 3131 E. Camelback Road, Ste. 335, Phoenix 85016<br>602-760-3550           | 20        | Management consultants  | Jim Sikora  |
| 13 | <b>VincentBenjamin</b><br>www.vincentbenjamin.com                      | 2325 E. Camelback Road, Ste. 570, Phoenix 85016<br>602-595-9900           | 28        | Recruiting, consulting  | Adam Nebel  |
| 14 | <b>Ariz. Coalition Against Domestic Violence</b><br>www.azcadv.org     | 2800 N. Central Ave., Ste. 1570, Phoenix 85004<br>602-279-2900            | 16        | Nonprofit   | Allie Bones                                       |
| 15 | <b>Vantage Retirement Plans LLC</b><br>www.vantageiras.com             | 20860 N. Tatum Blvd., Ste. 240, Phoenix 85050<br>480-306-8404             | 14        | Individual retirement accounts advisor                        | J.P. Dahdah                                       |
| 16 | <b>Santy</b><br>www.santy.com  | 8370 E. Via de Ventura, Ste. K-100, Scottsdale 85258<br>602-317-8955      | 20        | Advertising agency  | Daniel Santy                                      |
| 17 | <b>TicketForce</b><br>www.ticketforce.com                              | 4858 E. Baseline Road, Mesa 85206<br>866-726-3581                         | 16        | Ticketing, online ticket sales, custom websites               | Lynne King Smith                                  |
| 18 | <b>I-ology</b><br>www.i-ology.com                                      | 15279 N. Scottsdale Road, Ste. 260, Scottsdale 85254<br>480-850-2800      | 11        | Web and app development, interactive marketing                | Trish Bear  |
| 19 | <b>Subrosa Investigations LLC</b><br>www.subrosapi.com                 | 3877 N. Seventh St., Ste. 100, Phoenix 85014<br>602-256-2266              | 12        | Private investigative agency                                  | Daniel Perez                                      |
| 20 | <b>Point B Inc.</b><br>www.pointb.com                                  | 2415 E. Camelback Road, Ste. 700, Phoenix 85016<br>602-357-6818           | 21        | Management consulting   | Michelle Sirott                                   |
| 21 | <b>TFO Phoenix Inc.</b><br>www.tfophoenix.com                          | 2400 E. Arizona Biltmore Circle, Ste. 1400, Phoenix 85016<br>602-466-2611 | 22        | Wealth management services                                    | Chris Erbligh; Scott Horn; Chuck Carroll          |
| 22 | <b>Orchard Medical Consulting</b><br>www.orchardmed.com                | 3033 N. Central Ave., Ste. 800, Phoenix 85012<br>602-942-4700             | 29        | Medical case management                                       | Robin Orchard                                     |
| 23 | <b>Symmetry Software</b><br>www.symmetry.com                           | 14350 N. 87th St., Ste. 250, Scottsdale 85260<br>480-596-1500             | 18        | Payroll tax withholding software                              | Tom Reahard                                       |
| 24 | <b>Lucid Agency</b><br>www.lucidagency.com                             | 51 W. Third St., Ste. E101, Tempe 85281<br>480-219-7257                   | 19        | Interactive marketing   | Scott Kaufmann                                    |
| 25 | <b>Headfarmer LLC</b><br>www.hfreclruiting.com                         | 9237 E. Via de Ventura, Scottsdale 85258<br>480-214-9704                  | 10        | Employment recruiting and consulting                          | Jessica Corral; Eric Ryan                         |
| 26 | <b>Nat'l Council for Prescription Drug Programs</b><br>www.ncdpd.org   | 9240 E. Raintree Drive, Scottsdale 85260<br>480-477-1000                  | 34        | Nonprofit   | Lee Ann Stember                                   |
| 27 | <b>Rose Law Group pc</b><br>www.roselawgroup.com                       | 7144 E Stetson Drive, Ste. 300, Scottsdale 85251<br>480-505-3936          | 35        | Law firm  | Jordan Rose                                       |
| 28 | <b>Socious</b><br>www.socious.com                                      | 2500 S. Power Road, Ste. 118, Mesa 85209<br>855-762-4687                  | 15        | Online community software producer                            | Steve Balthazor; Paul Schneider; Scott Balthazor  |
| 29 | <b>Phoenix Children's Hospital Foundation</b><br>www.pchfoundation.org | 2929 E. Camelback Road, Ste. 122, Phoenix 85016<br>602-933-4483           | 45        | Raising philanthropic support for Phoenix Children's Hospital | Steve Schnall                                     |
| 30 | <b>Mane Attraction Salon</b><br>www.maneattractionssalon.com           | 3156 E. Camelback Road, Phoenix 85016<br>602-956-2996                     | 25        | Hair salon  | Kendall Ong; Beate Assmuth-Ong                    |
| 31 | <b>Miller Russell Associates</b><br>www.miller-russell.com             | 3200 E. Camelback Road, Ste. 300, Phoenix 85018<br>602-468-1232           | 37        | Registered investment advisers                                | Mark Feldman                                      |
| 32 | <b>Protiviti Inc.</b><br>www.protiviti.com                             | 4127 E. Van Buren St., Ste. 210, Phoenix 85008<br>602-273-8000            | 43        | Risk and business consulting                                  | Alex Robison                                      |
| 33 | <b>Hivewyre</b><br>www.hivewyre.com                                    | 7272 E. Indian School Road, Ste. 102, Scottsdale 85251<br>480-339-4707    | 20        | Advertising co-op   | Chad Little                                       |
| 34 | <b>Renters Warehouse Arizona</b><br>phoenix.renterswarehouse.com       | 4620 N. 16th St., Ste. A-103, Phoenix 85018<br>480-626-2226               | 31        | Property management   | Donovan Reese; Kevin Ortnr                        |
| 35 | <b>Pxyl</b><br>www.thinkpxyl.com                                       | 1475 N. Scottsdale Road, Ste. 161, Scottsdale 85257<br>480-745-2575       | 10        | Digital marketing   | Brian Winter; Nicole Denton                       |
| 36 | <b>Adolfson &amp; Peterson Construction</b><br>www.a-p.com             | 5002 S. Ash Ave., Tempe 85282<br>480-345-8700                             | 42        | General contractors   | Bryan Dunn  |
| 37 | <b>ZOG Digital</b><br>www.zogdigital.com                               | 18835 N. Thompson Peak Pkwy., Ste. 300, Scottsdale 85255<br>480-426-9952  | 38        | Search engine, social media marketing                         | Jeffrey Herzog                                    |
| 38 | <b>Serendipit Consulting</b><br>www.serendipitconsulting.com           | 4450 N. 12th St., Ste. 238, Phoenix 85014<br>602-283-5209                 | 10        | Public relations and marketing firm                           | Melissa DiGianfilippo; Alexis Krisay              |
| 39 | <b>ICAN: Positive Programs for Youth</b><br>www.icanaz.org             | 650 E. Morelos St., Chandler 85225<br>480-821-4207                        | 19        | Nonprofit   | Becky Jackson                                     |
| 40 | <b>Moses Inc.</b><br>www.mosesinc.com                                  | 20 W. Jackson St., Phoenix 85003<br>602-254-7312                          | 35        | Advertising, marketing, public relations agency               | Louie Moses                                       |

► CLOSER LOOK

845

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

21.1

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

TOP FIVE, FIVE YEARS AGO

Double AA Builders Inc.17

Peralta Trail Elementary School47

United Parking Systems LLC20

Rose Law Group pc26

Kforce Inc.12

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.

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



MICRO COMPANIES



NUMBER 1

**United Pet Care LLC**

**Top local exec:** Doris Amdur, founder and president

**HQ:** Phoenix

**Employees:** 10

**Industry:** Services

**Web:** [www.unitedpetcare.com](http://www.unitedpetcare.com)



NUMBER 2

**StringCan Interactive**

**Top local exec:** Jay Feitlinger, founder and CEO

**HQ:** Scottsdale

**Employees:** 11

**Industry:** Media & marketing

**Web:** [www.stringcaninteractive.com](http://www.stringcaninteractive.com)



NUMBER 3

**Owens & Perkins PC**

**Top local execs:** Co-founders C.D. Owens, senior partner; and Michelle Perkins, managing partner (pictured)

**HQ:** Scottsdale

**Employees:** 14

**Industry:** Legal services

**Web:** [www.oplaw.com](http://www.oplaw.com)



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# Team efforts

The Valley’s Best Places to Work display teamwork through their jobs, volunteerism and sports. Here are just a few examples from this year’s winning companies.



PROVIDED BY AVANADE  
*Employees of Avanade (No. 18, Midsize Companies) participated in a team-building cooking class.*



PROVIDED BY MILLER RUSSELL ASSOCIATE  
*Miller Russell Associates (No. 31, Micro Companies) participated in a community service day at St. Mary’s Food Bank.*



PROVIDED BY VANTAGE RETIREMENT PLANS LLC  
*Workers from Vantage Retirement Plans LLC (No. 15, Micro Companies) volunteered this year at Feed My Starving Children.*



PROVIDED BY LUCID AGENCY  
*Lucid Agency (No. 24, Micro Companies) sponsors an employee soccer team in the Tempe Adult League.*



PROVIDED BY DESERT SCHOOLS FEDERAL CREDIT UNION  
*As part of its largest philanthropic program, Operation School Bell, employees of Desert Schools Federal Credit Union (No. 2, Extra-Large Companies) converted a city bus into a mobile dressing center called the Delivering Dreams Bus to take school clothing to children in poverty across the Valley.*



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BEST PLACES TO WORK

CONTINUED FROM PAGE 44



PROVIDED BY GPS INSIGHT

GPS Insight (No. 2, Small Companies) formed a team to compete in the Playworks Corporate Kickball event.



PROVIDED BY PAYPAL

PayPal (No. 1, Extra-Large Companies) conducted a back-to-school backpack drive this year for low-income students.



PROVIDED BY LOVITT & TOUCHE

Lovitt & Touche (No. 9, Midsize Companies) participate in the annual Make-A-Wish Walk in Tempe.



Luis Gonzalez of the Arizona Diamondbacks (No. 17, Midsize Companies) with veterans and their service dogs from Soldier's Best Friend, one of the groups benefiting from the annual D-backs Celebrity Golf Classic.

PROVIDED BY ARIZONA DIAMONDBACKS

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## BEST PLACES TO WORK

# The next big thing

We asked representatives of this year's Best Places to Work: Game rooms and stocked kitchen pantries have become normal. What do you see as the next big trend in cool company perks?

*"Resting areas (nap pods) for long days, stand-up desks and bicycle/treadmill desks, healthy snacks, espresso machines."*

**MELISSA DIGIANFILIPPO**, partner and vice president of PR, Serendipit Consulting (No. 38, Micro Companies)

*"We see a resounding continuation and focus on wellness and health ... bringing in chefs to teach healthy cooking, nutritionists to help analyze diets, juicing classes, weekly fitness and nutrition classes, on-site physicals, running clubs and more."*

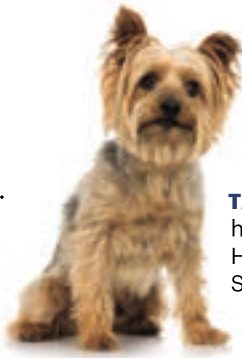
**JORDAN FYLONENKO**, PR manager, Quicken Loans (No. 2, Large Companies)

*"I foresee companies offering sabbaticals or sponsoring service-based international trips for extended periods to meet the needs of the less fortunate around the world."*

**VINCE DORAZIO**, co-founder and president, VincentBenjamin (No. 13, Micro Companies)

*"There is no greater perk than a person getting what they want out of life. In the future, the most impactful companies will be those that truly aid their employees in personal and professional development."*

**CLINT HARDISON**, founding member, Keyser (No. 10, Micro Companies)



*"Our team would love to see in-house day care, pet sitting, and full locker rooms."*

**TARA BASHAM**, director of human resources, Potter's House Apothecary (No. 10, Small Companies)

*"We see employers more and more offering to subsidize the cost of public transportation, as well as organize internal carpool groups."*

**KRISTEN BRADLEY**, culture lead, Nextiva Inc. (No. 14, Midsize Companies)

*"A trend that looks to be the next big thing is the indoor/outdoor office and recreation space – spaces that allow employees flexibility of moving around and working inside or out."*

**GLENN LEIER**, vice president, Wespac Construction (No. 21, Small Companies)

*"Fitness programs and resting/meditation rooms to build healthy workers."*

**LYNNE KING SMITH**, CEO, TicketForce (No. 17, Micro Companies)

*"Technology is a huge factor in business now, and we can envision an era where companies provide vehicles laced with all the top technology to make team members the most productive they can possibly be."*

**MELISSA JOHNSON**, social media and online content coordinator, Rose Law Group PC (No. 27, Micro Companies)

*"Concierge services (for) dry cleaning, grocery shopping, sending packages and taking the car in for servicing."*

**JESSICA CORRAL**, partner, Headfarmer LLC (No. 25, Micro Companies)

*"Massages and spa treatments. Keeping employees relaxed, happy and healthy is going to become even more essential."*

**VERONIQUE JAMES**, CEO, the James Agency (No. 11, Micro Companies)



Chip C. –  
SVP, Direct Operations

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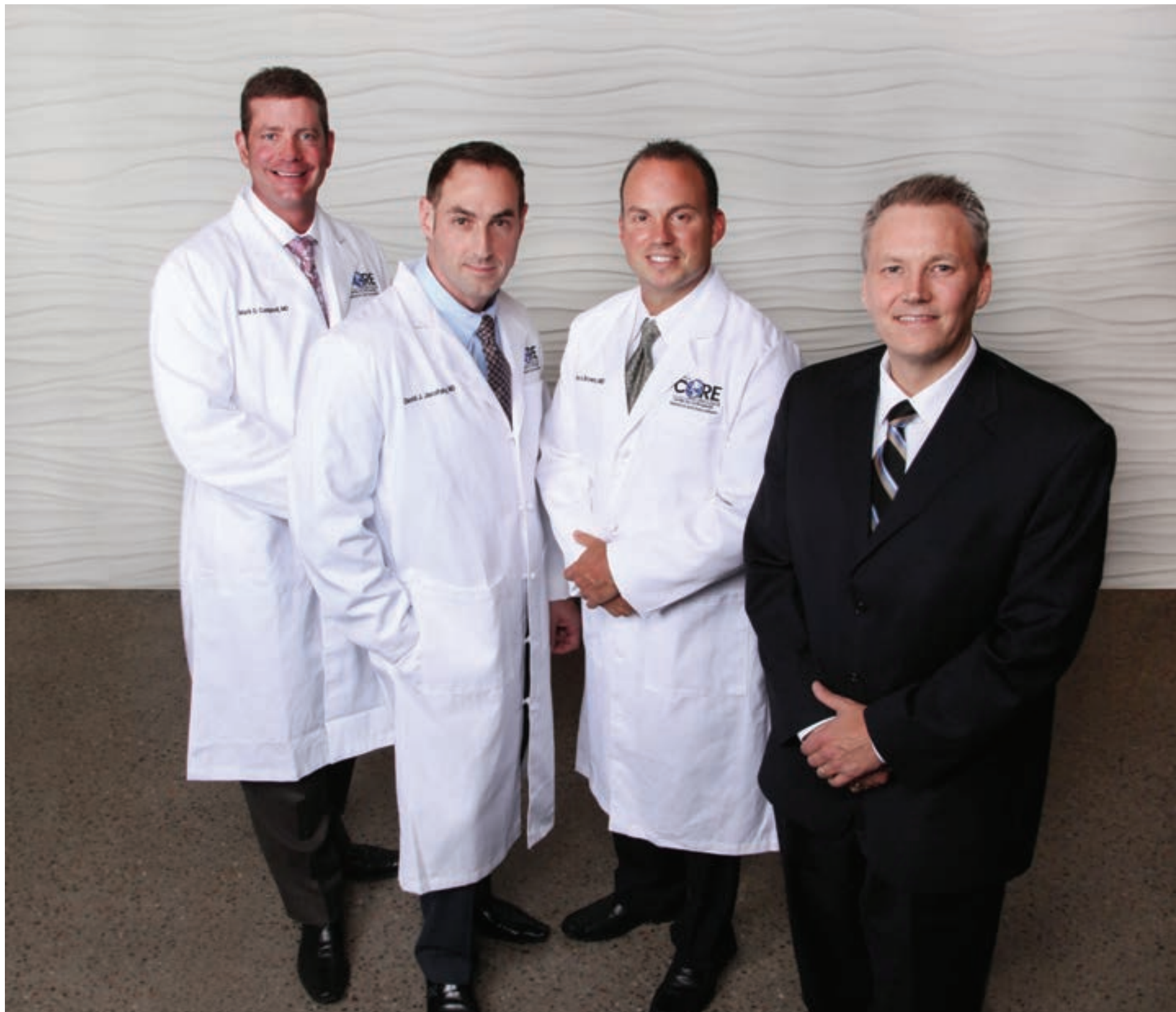
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# BEST PLACES TO WORK

## Old school

We asked representatives of this year's Best Places to Work: What were the perks like long ago, when your veteran executives originally joined the workforce?

*"My last company had a holiday party and a small Christmas bonus if the company had a good year."*

**CLINT HARDISON**, founding member, Keyser (No. 10, Micro Companies)

*"A paycheck. Seriously, though, just having a job and opportunity for growth was huge – and if you got health insurance, that was a big deal."*

**GLENN LEIER**, vice president, Wespac Construction (No. 21, Small Companies)

*"They were very simple: pins, watches, clocks for achieving milestones."*

**MARK FELDMAN**, CEO, Miller Russell Associates (No. 31, Micro Companies)

*"Paid time off, stock options, employee auto loans, college credit for new hire training, officer meetings, popcorn and video games in the break rooms."*

**GRACE MININBERG**, associate vice president for human resources, GM Financial (No. 16, Large Companies)

*"I joined the workforce in 1990. We had a strict dress code – wore suits every day to the office – and new employees were given loans (not extended benefits) to purchase appropriate clothing."*

**JEFF BASSETT**, Phoenix general manager, Avande (No. 18, Midsize Companies)

*"Free soft drinks were a huge bonus when I started."*

**SCOTT BROOKS**, managing partner, Lifetree Manufacturing (No. 11, Small Companies)

*"Frequent happy hours whenever a good sale closed, lots more unhealthy snacks than we currently have, and occasional trips to ski or tour cities like New York and Boston."*

**ROBERT DONAT**, CEO, GPS Insight (No. 2, Small Companies)

*"When I joined the workforce over 35 years ago, we received a week vacation, limited holidays and medical insurance, and that was it."*

**JEANNE MORAST**, human resources manager, Botanicare (No. 20, Small Companies)

*"LaneTerralever President Chris Johnson*

*stated that when he joined the workforce, benefits included 401(k), health care and vacation policy – and you might get free coffee."*

**MEGAN BREINIG**, marketing coordinator, LaneTerralever (No. 23, Small Companies)

*"There were not many perks even five or 10 years ago. Just five paid holidays, and not even health insurance was offered."*

**BECKY JACKSON**, president and CEO, ICAN (No. 39, Micro Companies)

*"Whether it was defined-benefit pensions based on years of service, or sabbaticals, vacation time and benefit vesting, most employers valued longevity and designed their perks to create 'golden handcuffs.'"*

**JOHN KELLY**, principal, Triadvocates LLC (No. 7, Micro Companies)

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- VINCE LOMBARDI



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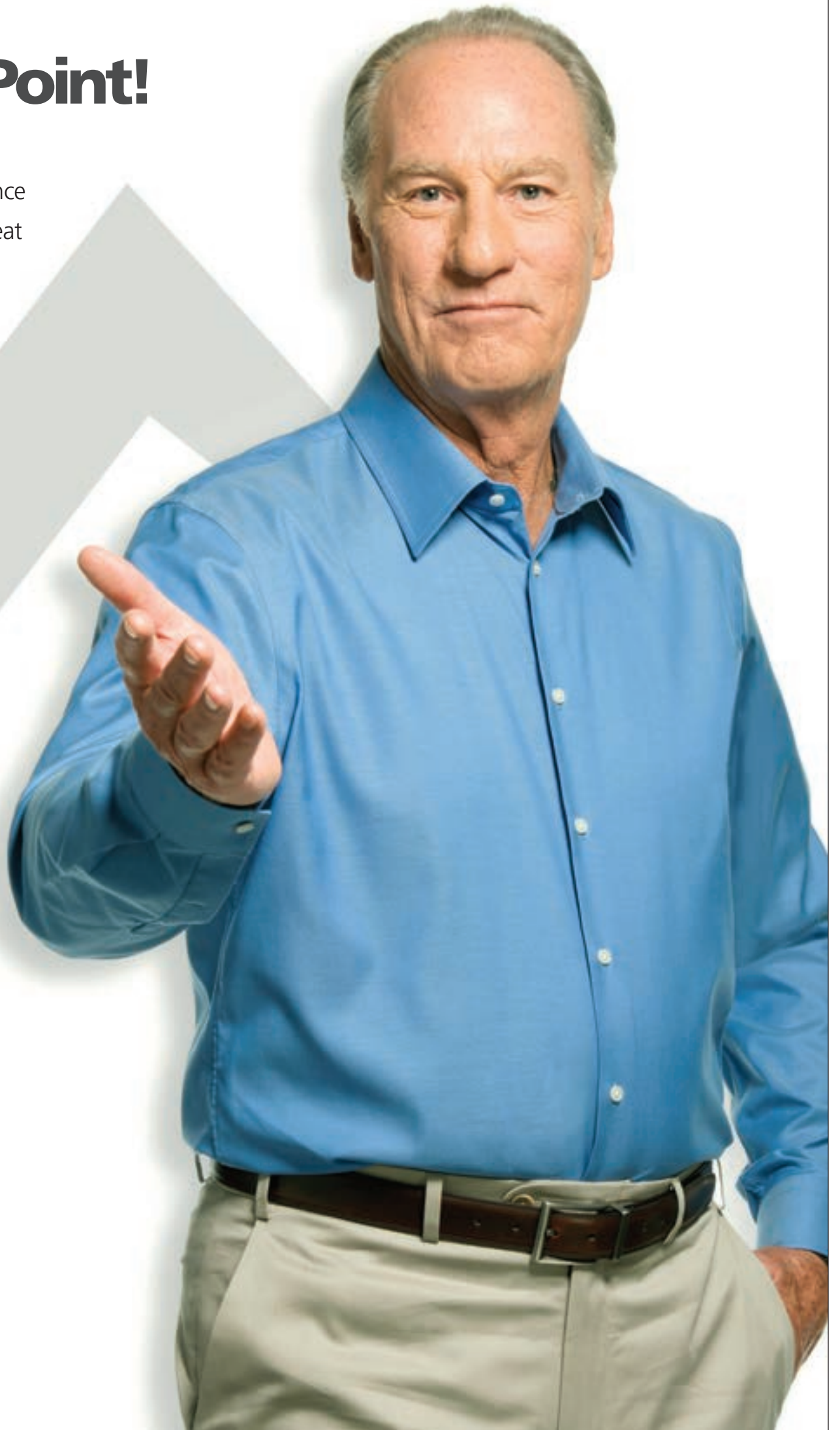
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