

# 100 BEST COMPANIES TO WORK FOR IN TEXAS

Small  
Medium  
Large



RECOGNIZING THE BEST EMPLOYERS IN THE STATE  
IN CREATING BETTER WORKPLACES  
FOR THEIR EMPLOYEES

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10 TO 99 U.S. EMPLOYEES

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*Congratulations to the 100 Best Companies to Work for in Texas!*



## **ADVOCACY**

Advocacy is essential to a businesses' bottom line.

State and federal policies and regulations are being decided each day in Texas and Washington D.C., most companies do not have the time or resources to advocate for themselves but Texas Association of Business does and will get your business' voice heard.



## **POLITICAL ENGAGEMENT**

The importance of electing strong leaders into legislative office is key to the bottom line of Texas' businesses.

Texas Association of Business works to engage, educate, and motivate employers, their employees and partners in the legislative and electoral processes to advance pro-job candidates and office holders.



## **COMPETITIVENESS**

Texas is competing for jobs every day. Businesses considering moving to or expanding in Texas are looking at a variety of factors, from taxes and regulations to the cost of labor and the legal climate.

Texas Association of Business strives to maintain hard-won gains and seeks to further protect and enhance public policy issues in areas that may limit growth and investment in Texas.



THE TEXAS STATE CHAMBER



# 100 2021 BEST COMPANIES

**In today's competitive and evolving business environment**  
it is a distinction to be named one of the 100 best companies to work for in Texas

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## HOW THE 100 BEST COMPANIES WERE SELECTED

This program was designed to recognize the best employers in the state, the ones that make it a priority to create better workplaces for their employees. The Texas Association of Business, and its partners Best Companies Group and Texas SHRM, aim to honor these companies, as well as share their best practices.

The list of the 100 Best Companies to Work for in Texas 2021 program—published here for the first time in order of their ranking—names companies with the best practices among Texas employers.

Best Companies Group, an independent workplace excellence research firm managing over 50 programs like this all over the globe, launched its survey in Texas in the summer of 2020. According to Peter Burke, founder of Best Companies Group, “Identifying outstanding employers is a very effective way of recognizing the importance of creating cultures where employees love to come to work. From recruiting advantages to increased morale, these organizations will enjoy many benefits from this prestigious distinction. All companies that participated also received the results of their employee survey, which will be used to help make their companies even better places to work.”

Companies that chose to participate completed a two-part survey, including an organizational overview of the company's policies and procedures, as well as an in-depth employee questionnaire. The survey, analysis, and list selection were conducted by Best Companies Group. Participation was available to for-profit and nonprofit companies with 15 or more employees working in Texas. Each company that participated, whether it made the Top 100 list or not, received an Employee Feedback Report. This report included a summary of the employee responses and state benchmarking.

The 100 Best Companies to Work for in Texas is a project of the Texas Association of Business (TAB), Texas SHRM, and Best Companies Group



# WE'RE PROUD *of the* COMPANY WE KEEP.



What makes a great company? Great people. They're the voice that speaks to customers, the mind that inspires new ideas, the smile that makes the day a little brighter. At Texas Mutual, our people are the heart of who we are. Every day, they make Texas a stronger, safer place to live — and our company a wonderful place to work.

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(800) 859-5995 ★ [texasmutual.com](https://www.texasmutual.com)

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# Texas 100 Best Companies to Work for in Texas

## Large Employer Category (500 OR MORE U.S. EMPLOYEES)

|   |                                |    |  |    |                          |
|---|--------------------------------|----|--|----|--------------------------|
| 1 | UMC Physicians                 | 8  | University Medical Center                      | 14 | Galen College of Nursing |
| 2 | Ryan, LLC                      | 9  | Improving                                      | 15 | Texas Bank and Trust     |
| 3 | Edward Jones                   | 10 | T-Mobile Mission<br>Customer Experience Center | 16 | SRC, Inc.                |
| 4 | Airrosti Rehab Centers         | 11 | EPIC Insurance Brokers & Consultants           | 17 | Total Quality Logistics  |
| 5 | Texas Mutual Insurance Company | 12 | CSI  | 18 | LGI Homes                |
| 6 | Protiviti                      | 13 | Burns & McDonnell                              | 19 | BNSF Logistics           |
| 7 | Charles Schwab & Co., Inc.     |    |  | 20 | SWBC                     |

## Medium Employer Category (100 - 499 U.S. EMPLOYEES)

|    |   |    |  |    |                         |
|----|---|----|--|----|-------------------------|
| 1  | Duke Realty                                 | 12 | Spectrum Association Management                      | 23 | HCSS                    |
| 2  | Catapult Systems                            | 13 | Credera  | 24 | DOCUmentation Inc.      |
| 3  | A#1 Air, Inc.                               | 14 | SouthWest Bank                                       | 25 | Publishing Concepts, LP |
| 4  | Community National Bank<br>& Trust of Texas | 15 | VeraBank, N.A.                                       | 26 | Targetbase              |
| 5  | Teague Nall and Perkins, Inc.               | 16 | CalTech  | 27 | Austin Bank             |
| 6  | Lane Gorman Trubitt LLC                     | 17 | PKF Texas  | 28 | NatureSweet             |
| 7  | Funeral Directors Life                      | 18 | Jasper Ventures Inc.                                 | 29 | Cody Pools, Inc.        |
| 8  | Advancial Federal Credit Union              | 19 | Critical Start                                       | 30 | Corptax Inc.            |
| 9  | Stylecraft                                  | 20 | Better Business Bureau serving<br>the Heart of Texas | 31 | Portfolio               |
| 10 | Campus Life and Style                       | 21 | Guaranty Bank & Trust, N.A.                          | 32 | MOGAS Industries, Inc.  |
| 11 | Apex Capital Corp.                          | 22 | Accountable Healthcare Staffing, Inc.                | 33 | Vista Bank              |

## Small Employer Category (15 - 99 U.S. EMPLOYEES)

|    |  |    |  |    |  |
|----|--|----|--|----|--|
| 1  | F1 Payments                                    | 17 | Gravity Lending                                  | 33 | Omega Builders                               |
| 2  | Möbius Partners                                | 18 | The Onsi Group                                   | 34 | CrateBind LLC                                |
| 3  | Satori Capital                                 | 19 | Imperative Information Group, Inc.               | 35 | WPT Power Corporation                        |
| 4  | ATKG, LLP                                      | 20 | Clear Guidance Partners                          | 36 | WebCE, Inc.                                  |
| 5  | StaffDNA                                       | 21 | The HT Group                                     | 37 | MineralWare                                  |
| 6  | LiquidAgents Healthcare                        | 22 | Rosenblatt Law Firm                              | 38 | The Medicus Firm                             |
| 7  | Texas Tax Protest                              | 23 | The Steam Team                                   | 39 | Workforce Solutions of Central Texas         |
| 8  | 5  | 24 | One Technologies, LLC                            | 40 | Franz Architects                             |
| 9  | HRNCIR Construction                            | 25 | Patterson & Associates<br>Insurance Agency, Inc. | 41 | EBCO General Contractor                      |
| 10 | Frogslayer                                     | 26 | Q1Media  | 42 | Intelligent Logistics                        |
| 11 | Headspring                                     | 27 | Fourlane   | 43 | Providence Risk<br>& Administrative Services |
| 12 | Morrow Hill                                    | 28 | Tomorrow Energy                                  | 44 | Crossmark Global Investments                 |
| 13 | Pegasus Technology Solutions                   | 29 | Texas Medical Legal Consultants                  | 45 | Praxent                                      |
| 14 | Scribe Media                                   | 30 | CAPSHER Technology                               | 46 | Attorney Dean Boyd, PLLC                     |
| 15 | Lloyd Gosselink Rochelle<br>and Townsend, P.C. | 31 | Sol Schwartz & Associates                        | 47 | Capitol Home Health                          |
| 16 | Beaird Harris                                  | 32 | Accuver Americas, Inc.                           |    |  |

# 100 BEST COMPANIES 2021

## LARGE EMPLOYER Winners

500 OR MORE  
U.S. EMPLOYEES



### 1. UMC Physicians

602 INDIANA AVE., LUBBOCK 79415

UMCHEALTHSYSTEM.COM

INDUSTRY: HEALTHCARE PROVIDER

EMPLOYEES: 507

UMC Physicians is a Texas certified nonprofit health-care organization. We provide quality health-care to Texans via 34 medical clinics with over 120 health-care physicians and practitioners. We improve the quality of life in our communities by providing the best patient experience to every patient. Our Culture is “Service is our Passion”. Our vision is “The best place to work and the best place to receive health-care.” As we see it, we have to SERVE each other first like a family does. Then and only then can we begin to think about taking care of our patients. We start on day one for an employee. Orientation begins with culture. Our culture is service. Service is our WHY. There are health-care providers on every street corner, so why will a patient come to us? Because they know they are going to get great customer service and that great customer service will be provided by an employee who believes their WHY is service...service to one another, then to our patients. Actions speak louder than words. We provide the training. We reward and recognize. We do the fun parties and team building. BUT the reason we are one of the best places to work is that we take care of each other first.

#### WHY WE'RE SPECIAL

- Family comes FIRST! Leadership understands that a healthy work-life balance is essential to the well-being of our employees. This includes flexible hours, time off for errands, early shutdown before holidays and paid time off for volunteer work.
- Rewards and Recognition. Every month we formally recognize and celebrate our

outstanding performers at a luncheon with the executive leadership team. Here our stars get to share their thoughts and ideas on how we can make this the best place to work.

- We have a Service Incentive Program. It is essentially a retention bonus coupled with a patient satisfaction bonus. For us, it is all about taking care of each other so that we can take care of our patients.
- Recognizing most turnover occurs after the first year of employment, we began celebrating 1 year anniversaries. Along with special activities at each location, employees reaching their 1 year anniversary get invited to a special luncheon at Corporate. Every year we hold a formal “themed” banquet where we celebrate the “best of the best.” Family members are invited to help celebrate. There is a fancy meal, lots of awards and prizes, much celebration and then dancing the night away!
- In response to COVID-19, we added several new programs including E-therapy (virtual meetings with Family Therapist), Rescue Program (making sure employees are taken care of financially), alternative housing (for caregivers who do not want to go home to possibly expose their families), free childcare program (during the school shut-down period), free COVID-19 testing and free COVID-19 antibody testing.

### 2. Ryan, LLC

13155 NOEL ROAD, SUITE 100, DALLAS 75240

RYAN.COM

INDUSTRY: CORPORATE TAX ADVISORY SERVICES

EMPLOYEES: 1,858

Ryan, an award-winning global tax services and software provider, is the largest firm in the world dedicated exclusively to business taxes. With global





Ryan, LLC

headquarters in Dallas, the Firm provides an integrated suite of federal, state, local, and international tax services on a multi-jurisdictional basis, including tax recovery, consulting, advocacy, compliance, and technology services. Empowered by the dynamic myRyan work environment, which is widely recognized as the most innovative in the tax services industry, Ryan's multi-disciplinary team of more than 2,700 professionals serves over 14,000 clients in more than 50 countries, including many of the world's prominent Global 5000 companies. Our flexible, results-oriented workplace program encourages our employees to balance their work life and personal life. All employees are measured on results and not "face time" in the office.

#### WHY WE'RE SPECIAL

- Employees love the open communication from Ryan Leadership. Our CEO holds regular Team Talk conference calls with company updates and a Q&A session. Our COO hosts a podcast and our U.S. president shares monthly video updates.
- Ryan THRIVE. Our new well-being platform that provides employees with the tools to thrive in four pillars of well-being: physical, financial, emotional, and career.
- A monthly team entertainment allowance is provided for team building. The team decides collectively how they want to use the budget. Some teams planned dinners, happy hours, attended sporting events and shows.
- Ryan Summer Break! This year Ryan closed our offices for a full week to celebrate our success in 2019 - without asking employees to use their PTO.
- In response to COVID-19, the myRyan workplace flexibility program was adapted. We offered expanded sick leave providing an additional two weeks for anyone who was sick or caring for a sick child, spouse, or parent. We added a special

project code for employees to charge work expenses related to working from home such as home office equipment. Our Fun Committee launched a "Home office Show and Tell" Social Media challenge. We launched a challenge on our RyanInnovates Platform to collect and share employee best practices for working from home. We ensured that our medical plan retroactively covered virtual medical visits.

### 3. Edward Jones

12555 MANCHESTER ROAD, ST LOUIS 63131

EDWARDJONES.COM

INDUSTRY: FINANCIAL SERVICES

EMPLOYEES: 47,238

Edward Jones is a partnership owned by 23,920 limited partners, all associates or retirees. It is headquartered in St. Louis and operates in the United States and, through its affiliate, in Canada. All income after expenses is paid out to associates through bonuses, profit sharing and partnership earnings.

Edward Jones associates enjoy flexible, family-friendly workplaces and gratifying work helping clients in neighborhoods where they live and work. Financial advisors and branch office administrator teams who serve clients well earn the firm's highest honors. Community involvement is encouraged and associates embrace causes such as the Walk to End Alzheimer's - a firmwide effort.

An associate-owned firm, Edward Jones offers long-term career and leadership opportunities. Compensation includes trimester bonuses, annual profit sharing and limited partnership. Benefits include paid parental leave for births or adoptions - 16 weeks for primary caregivers and two weeks for secondary caregivers. Every associate has an opportunity to own part of the firm. Partnership is a unique reward that few companies offer. Any

associate in good standing with three years of service can be offered partnership. More than 50% of associates are owners.

#### WHY WE'RE SPECIAL

- When associates face personal or professional difficulties, we stand by them. This might mean quick assistance in a natural disaster, paid leave or medical exceptions, \$500 gift cards, emails, or dozens of associates showing up at a funeral.
- Volunteerism is fundamental to our culture and associates love the opportunity to give back. Home-office associates get one paid Day of Caring annually and in our branches, volunteerism during the workday is common and expected.
- Our Trimester Challenge is a fun client-related contest launched every four months, open to any branch office administrator. There's no limit on the number of winners and branch associates who complete a challenge win \$50 gift cards.
- Our wellness program offers one-on-one health coaching. Associates also can opt for biometric screenings, mindfulness training, calorie tracking, nutrition and weight-management sessions, and tracking device syncing to earn medical premium discounts. Our 2019 Keeping Up with the Joneses walking challenge drew 21,680 participants, with 76% of them exceeding the goal of 8,500 steps per day for 28 days. Each trimester features a new challenge designed to promote wellness.
- In response to COVID-19, thousands of associates switched to remote work and while local, two-person branch offices were allowed to remain open to associates who could follow appropriate health guidance, they were closed to the public for safety reasons and new cleaning procedures were adopted.

### 4. Airrosti Rehab Centers

111 TOWER DR., BLDG. 1, SAN ANTONIO 78232

AIRROSTI.COM

INDUSTRY: HEALTHCARE PROVIDER

EMPLOYEES: 698

Airrosti, headquartered in San Antonio, is a health care group that employs and trains skilled providers to deliver high quality, outcome-based soft tissue and joint (musculoskeletal) care with a 99% recommendation rate. Every day, Airrosti employees get





Airrosti Rehab Centers

the chance to meaningfully impact the lives of our patients. From our treatment teams in the field to our passionate people at the Airrosti Support Center, we are completely dedicated to providing the absolute best care for patients. Airrosti is committed to fostering a playful and rewarding work environment based on respect, professionalism, fun, and a shared passion for making a real difference. We hire the best of the best and our employees truly live out our mission each and every day. We live our mission: to deliver the best soft tissue treatment on the planet through health care providers with a genuine passion for healing patients and a support team driven to provide every resource possible to impact the lives of our patients.

#### WHY WE'RE SPECIAL

- Culture. Our company is often described as "a family". Our "Airrostifarians" do meaningful work, make a difference for patients, where diversity/respect are valued and employees get to do the best work of their lives.
- Support. There is unwavering dedication to our employees, patients and community... everything from assisting with mental health issues to financial support to natural disasters to regional ISDs.
- Employee and Dependent Treatment Program. We offer complimentary Airrosti treatment.
- Health Savings Account (HSA). Airrosti will contribute \$2,200, employee can contribute a maximum of \$5,000 vs. the industry standard of \$600 ee/\$1,200 family
- Employee Loan Program to assist employees with unforeseen financial hardship.
- In response to COVID-19, we introduced a Provider Pay Protection Plan, a Hero bonus/ disaster pay for non-exempt clinical employees, forgivable employee loans for those on furlough to make up difference in their pay and unemployment compensation + Cares Act \$600/week pay.

## 5. Texas Mutual Insurance Company

2200 ALDRICH STREET, AUSTIN 78723

TEXASMUTUAL.COM

INDUSTRY: INSURANCE (NON-HEALTHCARE)

EMPLOYEES: 979

Texas Mutual is the state's leading provider of workers' compensation insurance, providing coverage to 44 percent of the market and representing 70,000 companies and 1.5 million workers. It's our employees who make building a stronger, safer Texas possible each day. We support their personal and professional growth by providing leadership training, career development opportunities and a positive work-life balance.

Our success is built by our employees who share our mission, values and spirit of giving back. Through our community affairs program, TXM for Texas, they can share their talents and passions with

others while building comradery with colleagues. Our employees loved the increased vacation accrual provided starting January 2020. Employees now have an additional 5 vacation days a year. This enhanced benefit provides more time to relax, travel and unwind.

#### WHY WE'RE SPECIAL

- Our employees love how we supported them during the transition of all working remotely during the COVID-19 pandemic. We have additionally enhanced our policy to allow employees the flexibility of working remotely 1-2 days per week once we return to the office.
- Our employees love our community service program. We participated in the 2020 Austin Heart Walk virtually. The virtual activities brought our organization together in supporting a great cause and helped us exceed our fundraising goal.
- We offered drive-thru flu clinics at all office locations for our employees and family members, as a safe alternative to an in-office clinic.
- Our Virgin Pulse wellness platform allows employees to connect with coworkers and participate in wellness challenges where employees can join teams and walk along a virtual map to unlock destinations around the world. Our employees appreciated that we offered a virtual benefits fair. The fair included webinars hosted by health and fitness professionals, Q&A sessions with our benefit providers, and a chance to earn prizes by completing a Benefits Scavenger Hunt.



Texas Mutual Insurance Company





Protiviti

## 6. Protiviti

2884 SAND HILL ROAD, MENLO PARK 94025

PROTIVITI.COM

INDUSTRY: CONSULTING

EMPLOYEES: 3,300

Protiviti is a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration through consulting solutions in finance, technology, operations, data, analytics, governance, risk and internal audit to clients via our network of more than 85 offices in over 25 countries. We offer a global, collaborative and diverse workplace for our employees, with exceptional opportunities for career development; a strong tradition of mentoring; a competitive benefits package; an employee recognition program; and the chance to help and support the local community.

At Protiviti, a global consulting firm, we have created a sense of community within our Houston and Dallas offices through ensuring our employees are offered interesting and challenging client project work; a good work/life balance; extensive training and mentoring programs; fun opportunities to socialize with their colleagues; and the chance to help and support the local community. In short, we offer many ways for everyone to “make a difference!” Protiviti offers a sabbatical program that allows eligible consultants to take up to three months off to pursue their own personal passions and adventures, with a stipend.

### WHY WE'RE SPECIAL

- Protiviti offers exceptional development opportunities, including innovative and award-winning training programs. After the first year, Protiviti employees average more than 112

hours of accredited training annually.

- Protiviti understands the importance of work-life balance and family and is always willing to help working parents with flexible work arrangements and additional parenting benefits like backup childcare.
- A bonus employee referral program, with payouts which start at \$5,000 for consultants and increase based on position level.
- A dollar-for-dollar match for employee contributions/fund-raising efforts for non-profits and a 'Dollars for Doers' program that grants \$15 to approved non-profits for every hour volunteered there by an employee, via our parent company Robert Half.
- Our employee network groups which aim to provide community and support for parents;

female employees; LGBT employees; veterans; experienced hires; women working in technology; and our multicultural community.

## 7. Charles Schwab & Co., Inc.

3000 SCHWAB WAY, WESTLAKE 76262

ABOUTSCHWAB.COM

INDUSTRY: FINANCIAL SERVICES – OTHER

EMPLOYEES: 21,440

Success takes a team of talented and committed people who believe the work they do for their clients can make a real difference in their lives. Their people are driven by a simple purpose, to champion their clients' goals with passion and integrity. Their spirit of service fosters employee engagement as well as client loyalty, making Schwab a special place to work. They are a driven team, dedicated to building and maintaining a dynamic organization and culture, in a team-oriented, collegial environment, reflecting the individual strengths of every person who is part of the company. For every five years of service, Schwab employees earn a four week period of time off in addition to regular vacation time.

### WHY WE'RE SPECIAL

- Each May, Schwababies across the country engage in community services projects in their cities and towns. Schwab Volunteer Week held its 18th annual event in 2021.
- Schwab's executive leadership holds in-person



Charles Schwab & Co., Inc.





University Medical Center

meetings at major locations across the country and meet with employees in small groups.

- Schwab boasts a brand new campus in Austin and an under-construction campus in DFW. These facilities offer modern workspaces with sit-stand desks, electric car charging and on-site cafes and baristas.
- Schwab employees celebrate a culture of giving with 8 hours of paid time off to volunteer each year. This culture is reinforced with charitable matching programs and other community event support.

electronics, clothing, and jewelry through a “Purchase Plus” program. Employees can pay the cost through payroll deduction

- Outside company discounts services. Employees and their family members can receive discounts on items like cell phone purchases, gym membership, uniform cost, grocery stores, and many other things.

## 9. Improving

5445 LEGACY DR., SUITE 100, PLANO 75024

IMPROVING.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 632

Improving is a technology management and consulting services firm deeply rooted in our commitment to establishing trust — not only with each other but with our clients, partners, communities, and others. We aspire to do this through creating transparency, delivering results, continuously improving, clarifying

expectations, and keeping our commitments.

Since the inception of our company, we have performed millions of hours of custom software development work on a variety of platforms for a variety of companies. This breadth of combined experience allows us to provide unexpected new ways of solving problems.

### WHY WE'RE SPECIAL

- Movie Night Events. We rent out a theatre and show the latest blockbuster movie the night before it's released to the public.
- Las Vegas Annual Company Retreat. We host a five day Company Retreat for every Improving employee in Las Vegas. Not only is this a time to thank our dedicated employees, it's a time for team building, networking and fellowship.
- Employee Purchase Program. This program allows our employees to update their hardware every two years, and we will cover half the cost
- Employee Involvement Program. Open to everyone in the company that rewards those for leadership and contributions above and beyond their normal responsibilities. These include a variety of activities ranging from networking to business development.
- We are known for hosting user group and meetup groups in our office to share in our knowledge, experience, and to give back to the IT community. With COVID-19 limiting in-person groups, we took on the task of hosting free weekly lunch-and-learns for the public. These are talks that would be given at a User Group or technical conference that share tips, tricks, best practices, new processes, etc. We have seen an amazing turnout in not only our Improvers attending, but also the IT community.

## 8. University Medical Center

602 INDIANA AVE., LUBBOCK 79415

UMCHEALTHSYSTEM.COM

INDUSTRY: HEALTHCARE PROVIDER

EMPLOYEES: 3,652

UMC's employees are appreciated for their skills, strengths, and talents they bring to the workplace. Employees have the freedom to be innovative and can bring their ideas to senior leadership. Senior leadership listens to those ideas and uses them to improve patient care and employee services. UMC wants the employee experience to be one of respect, caring, fun, and service. UMC has the perfect team, and we all are aiming for a common goal – “Service is our Passion.”

### WHY WE'RE SPECIAL

- Family atmosphere
- People and quality care
- Employees and their family members receive substantial cost savings if they use the Hospital's pharmacy.
- Employees can purchase new and brand-name products such as appliances, cameras,



Improving





**T-Mobile Mission Customer Experience Center**

## 10. T-Mobile Mission Customer Experience Center

12920 SE 38TH STREET, BELLEVUE 98006

T-MOBILE.COM

INDUSTRY: TELECOMMUNICATIONS

EMPLOYEES: 839

T-Mobile provides wireless voice and data services. We move fast, turn on a dime, and we play hard but we always keep our values at the center of what we do. We are changing the wireless industry and doing it the right way by following high standards. We take care of our internal and external customers first and earning their trust. We respect each other and the environment; we succeed by doing right by each other. We also demonstrate integrity 24/7. We are transparent doing the right thing even when nobody is watching. Our business decisions are based on business factors and not personal interests.

### WHY WE'RE SPECIAL

- Great Benefits, where employees are treated so well. There are many opportunities to stretch and try new things.
- Great Culture, where leaders are aligned to company values and are open and communicative. T-Mobile does an amazing job at making sure that everyone feels great and comfortable at work.
- Development Programs include Magenta 4, TOPs, NXTLVL, Career Advantage, Magenta 9, and Leadership Edge.

## 11. EPIC Insurance Brokers & Consultants

1 CALIFORNIA STREET, SUITE 400,

SAN FRANCISCO 94111

EPICBROKERS.COM

INDUSTRY: INSURANCE & CONSULTING SERVICES

EMPLOYEES: 2,600

EPIC is a unique and innovative retail property & casualty and employee benefits insurance brokerage and consulting firm. Our teams hold a depth of industry expertise across key lines of insurance, including commercial property and casualty, employee benefits, unique specialty program insurance and private client services.

At EPIC, we believe people should come first. What makes us unique is we can still come together no matter what our differences are. Our People First attitude toward EPIC clients and the work we produce, with such a shared level of passion for excellence, is unmatched. We have fun, we celebrate our accomplishments, and we don't take ourselves too seriously. We believe there should be both pleasure and satisfaction found in working hard and delivering our best. We enjoy each other as associates, friends, and EPIC family members. Personal milestones and achievements are always recognized and celebrated. Life is too short and EPIC to do otherwise!

### WHY WE'RE SPECIAL

- Tuition Reimbursement
- Telecommuting
- Wellness Challenges

- Flexible Hours
- The EPIC Employee Assistance Fund is available to support its employees and their immediate families during times of significant financial hardship following a federally-declared Qualified Disaster if they qualify.

## 12. CSI

3901 TECHNOLOGY DRIVE, PADUCAH 42001

CSWEB.COM

INDUSTRY: FINANCIAL SERVICES – OTHER

EMPLOYEES: 1,242

CSI is a customer service company that delivers technology solutions to financial institutions and other businesses across the globe. Our full suite of solutions includes core bank processing, managed IT services and more, allowing us to provide an entire technology infrastructure for financial institutions to operate successfully. We work to help our customers become more competitive, compliant and profitable.

At CSI every employee is a part of our family. During this unprecedented year, commitment to our employees has never been stronger. We implemented policies swiftly to ensure the safety of our employees and their families, providing all necessary work from home solutions, moving 85% of our workforce to work remote; no employees were laid off; self-quarantines were paid at 100%. We hand-held COVID positive employees and mourned the loss of a team member as an entire company. Our teams have donated time and resources to our communities, in addition to CSI company donations to local charities in areas where there are CSI offices. Over the last three years CSI contributed an average of 13.45% of an employee's base salary to their profit sharing account, and there is no employee contribution required to receive it.

### WHY WE'RE SPECIAL

- Bi-weekly videos from the CEO and president communicating important updates on COVID, company wide initiatives, along with other important information relevant to all employees.
- Employee-led Diversity, Equality and Inclusion Committee provides valuable feedback/resources to create new programs and update policies.
- CSI Cares. Paid days off to volunteer and do community service.
- Computer Loan Program. Employees can get a loan from CSI for the purchase of a new personal computer to stay current with technology outside of work.



## 13. Burns & McDonnell

9400 WARD PARKWAY, KANSAS CITY 64114

BURNSMCD.COM

INDUSTRY: ENGINEERING, ARCHITECTURE,  
CONSTRUCTION

EMPLOYEES: 7,600

Burns & McDonnell is a 100% employee-owned company made up of more than 7,000 engineers, architects, construction professionals, scientists, consultants and entrepreneurs with offices across the country and throughout the world. We strive to create amazing success for our clients and amazing careers for our employee-owners. Less than 4% of firms nationwide are 100% employee-owned, and even fewer have enjoyed that status for more than 30 years as we have.

Our turnover rate is one of the lowest in the industry at 5%, and that's because our people have a real stake in the company. Our culture of ownership leads us to care for one another's success in ways that go beyond comprehensive award programs or courses for career growth. When the hard work is done for the day, we celebrate. Whether it's surprising employee-owners with free six-packs of beer, competing in intramurals together, or rolling up our sleeves on a Saturday to serve others in our community, our close-knit family atmosphere leads to all kinds of activities in and outside of our walls. Our Houston office hosts bi-annual meet-and-greets to introduce new hires. All Texas offices have on-site fitness centers and outdoor walking trails. Plus, Austin employees are committed to regularly biking to work.

### WHY WE'RE SPECIAL

- Entrepreneurial spirit. Employee-owners are empowered to make important decisions, develop new ideas or strategies, and chart their own paths. Their decisions and suggestions are valued and implemented.
- We connect employee-owners with meaningful opportunities to give back through STEM outreach, giving and volunteering.
- Our training team offers 2,500 internal classes annually and covers professional society fees
- After six months of employment, full-time employees can apply for tuition assistance for an advanced technical degree, an MBA or some undergraduate course.
- Our foundation matches employees' donations in support of their favorite charities through our Matching Gifts Program. In 2019, the entire

\$170,000 fund was used to match employee-owner gifts, benefiting 500 organizations nationwide.

- Our wellness incentive program inspires healthy living with step challenges, health coaching through our health center or EAP, and more.
- As organizations face unimaginable challenges with critical projects and demands, we are now offering a new service, Burns & Mac On Call. This online program serves up complimentary consultation sessions with industry leaders from our diverse mix of professionals, including engineers, construction professionals, architects, planners, technologists and scientists. We're using hard-hat-mounted augmented reality and virtual reality technology, paired with a cellular connection, providing live video conference calls.

## 14. Galen College of Nursing

1031 ZORN AVE., STE. 400, LOUISVILLE 40207

GALENCOLLEGE.EDU

INDUSTRY: EDUCATION

EMPLOYEES: 1,023

Galen College of Nursing is one of the largest educators of nurses in the country, with a mission dedicated to expanding access to quality nursing education. At Galen, we honor potential to open doors and change lives. We are a college of opportunity and have graduated over 23,000 students, acknowledging and embracing their potential for success. But what truly makes Galen a "best" place to work is that our goal is not only to offer the best nursing education experience possible, but to extend the same caring commitment of excellence to all of our employees, to create the best work experience possible. We do this through thinking conscientiously about every aspect of the environment in which our employees work and our students study. From campuses that are a thoughtful blend of technology, compelling design, and collaborative and creative spaces, to seeking out guidance from world class organizations like Disney to study and apply best practices for building cultural strength. We hold weekly Town Hall meetings for all employees to maintain open communication. Our CEO engages in live Q&A with employees, and we often have themes for the meetings where we can dress up and have fun together.

### WHY WE'RE SPECIAL

- Early dismissal on Fridays offers employees a chance to begin the weekend early and spend extra time recharging with their friends and

families. Along with having casual dress on this day, Fridays have easily become the favorite day of the week.

- Our campus leadership team takes new employees out to lunch on their first day. This helps establish an immediate connection and warm welcome to the College.
- PTO cash-in is offered year-round as an opportunity for employees. This is especially popular around the holiday season as additional income, yet ensures employee keep accruing PTO for when they need time off.
- Galen employees are continuously giving back to the community through volunteer efforts with organizations such as Habitat for Humanity, Metropolitan Ministries, and the student VA club. Galen offers a 50% discount on tuition to our employees and their immediate families. We employ several alumni who have achieved a degree with Galen and are pursuing further education within the organization.

## 15. Texas Bank and Trust

300 E WHALEY, P.O. BOX 3188, LONGVIEW 75601

TEXASBANKANDTRUST.COM

INDUSTRY: BANKING

EMPLOYEES: 506

Established in Longview in 1958, Texas Bank and Trust was founded on the principles of integrity, professional excellence, and corporate responsibility. Faith and family is woven into the fabric of everything we do. Today, the \$3 billion institution is recognized as one of the strongest independent community banks in the state. Our team of 500 diverse families operates 20 full-service banking centers throughout the east and north regions of the state.

Annually, the bank contributes more than \$400,000 to various charitable initiatives while employees are emboldened in volunteering their time and talents to support the work of more than 300 organizations across the bank's 14-community footprint.

### WHY WE'RE SPECIAL

- We continue to look for ways to keep the cost of benefits low and competitive by remaining a grandfather plan.
- Our board of directors provides \$1,000 or \$500 gift cards at Christmas to full and part-time employees.
- We provide short term financial assistance for employees of up to \$1,000 through our We

Care Fund.

- TBT University provides educational opportunities through online training, seminars, and reading business books while earning up to \$750 per year.

## 16. SRC, Inc.

7502 ROUND POND ROAD, NORTH SYRACUSE 13212

SRCINC.COM

INDUSTRY: DEFENSE

EMPLOYEES: 1,624

SRC, Inc., supports a range of government organizations in the areas of defense, environment and intelligence. SRC supports employees with great benefits, a 10% employer contribution to retirement and at least four weeks PTO, so they can focus on what really matters. SRC has a strong focus on volunteer and philanthropic efforts in the communities where their employees live and work. The company offers volunteer opportunities to get employees engaged in their communities while supporting causes they believe in. SRC's community internship program offers employee's college-aged dependents paid summer internships at local non-profit organizations.

### WHY WE'RE SPECIAL

- Flexible schedules to meet individual needs (i.e. teleworking, summer (half-day) Fridays, accommodating family responsibilities to help employees meet the many demands of everyday life).
- Focus on volunteer and philanthropic efforts within the community. SRC provides volunteer opportunities to get employees actively engaged in their communities while supporting causes they believe in.
- Employees receive a competitive salary and comprehensive benefits package with four+ weeks PTO, 10 percent employer contribution for retirement, and 100 percent tuition support.
- Our Community Internship Program provides paid summer internships at local non-profit organizations to employees' college-age dependents. Approximately 40 students provide over 11,000 hours of service to around 35 different charities.
- SRC gives an annual gift to employees (jackets, bags, apparel, etc.) and plans "SRCThx" events to show appreciation to employees for their dedication and hard work. The company also hosts family friendly parties during the winter and summer months.
- We foster a culture of transparency, allowing

employees to make suggestions and provide feedback to shape the future of SRC. Presentations inform employees on the "state of the company" and are a forum to ask questions.

- While physical health is top-of-mind, we've also kept our focus on the mental wellbeing of employees. Our on-site employee assistance counselor is available remotely and hosts a mental health webinar series focusing on topics like caring for children or aging relatives; staying mentally healthy during social isolation; transitioning back to on-site work; and balancing the new normal.

## 17. Total Quality Logistics

4289 IVY POINTE BLVD., CINCINNATI 45245

TQL.COM

INDUSTRY: TRANSPORTATION

EMPLOYEES: 5,000

Total Quality Logistics (TQL) is a service-based sales organization that believes in doing things right. We arrange the pick-up and delivery for business-to-business freight across North America, coordinating the movement of more than 1.8 million shipments in 2019. With 57 offices in 26 states and thousands of well-trained professionals available 24/7/365, every customer and prospect is only a phone call away from best-in-class.

Giving back to the communities around us is core to our culture. TQL Cares, the company's charitable giving program, was established in 2006 to help amplify our employees' charitable giving desires and efforts. Currently, 81% of our employees are engaged in charitable giving and community action, supporting more than 1,900 nonprofit organizations nationwide. With TQL's match, hundreds of thousands of dollars and thousands of hours of work will be poured into our communities this year.

### WHY WE'RE SPECIAL

- New this year, the Engagement Team has launched a series of video game competitions giving employees the chance to compete against each other in games like Rocket League and Call of Duty.
- One of TQL's favorite benefits is the Snooze or Cruise pass, handed out as spot prizes to celebrate individual achievements or a job well done. The passes enable employees to either come in one hour late or leave one hour early.
- In addition to personal days, employees also receive an additional 8 hours off for volunteer work.

Employees use their time for everything from helping at animal shelters to delivering meals to homebound members of their communities.

- Breakfast or lunch with leaders is an incentive offered to many teams across the company. Winners get one-on-one time with team leaders to learn success strategies and deepen their logistics knowledge.
- Our team and office leaders understand the importance of gratitude, often celebrating work and personal victories with personal handwritten notes or shout outs during team meetings.
- Our long-standing Moves That Matter initiative has come to the forefront of our TQL Cares program, covering the cost of moving loads of donated PPE to hospitals and moving donated food to foodbanks. So much so that we have committed to donating \$1 million in transportation services by 2025 to help move goods that do good.

## 18. LGI Homes

1450 LAKE ROBBINS DRIVE, THE WOODLANDS 77381

LGIHOMES.COM

INDUSTRY: REAL ESTATE

EMPLOYEES: 941

Based in The Woodlands, LGI Homes is a home-builder that has been making the dream of homeownership come true since 2003. Our mission is simple: give first-time and long-time homebuyers quality homes at affordable prices. LGI maintains a rich company culture focused on people, process, and constant and never-ending improvement. Unlimited training opportunities, employee recognition, and a commitment to the "LGI Way" are a few ways in which we live our culture each day. Recognition is paramount, and many exciting awards are presented throughout the year. An all-expenses paid vacation with the company, loyalty rings, aggressive bonuses, and employee photos on the NASDAQ in Times Square are some of the ways we recognize our top performers.

### WHY WE'RE SPECIAL

- Company Culture
- Training & Goal Setting
- Annual Circle of Excellence Trip to a luxury destination
- Sales Vacation Bonus for Commissioned Sales Personnel
- NASDAQ Closing Bell Ceremony trip every June for National Homeownership Month



## 19. BNSF Logistics

2710S 48TH ST., SPRINGDALE 72762

[BNSFLOGISTICS.COM](http://BNSFLOGISTICS.COM)

INDUSTRY: TRANSPORTATION

EMPLOYEES: 693

At BNSF Logistics, we wanted to define something that gives deeper meaning to what we're doing as an organization so rather than a mission, we have a purpose that unites all of us. The purpose of BNSF Logistics is We Deliver What Matters. Delivering what matters means that we deliver what matters for our customers, our employees, and our partners in our communities. It means we are constantly designing new and better ways to change the location of something and meet higher customer expectations. Our canvas is the entire globe – the air, the sea and all the land around us. And our paintbrushes are the latest technologies of the 21st century. We hire people who love to solve problems, who thrive in change, who demand to keep learning and who relish the opportunity to bring new and innovative ideas to our table, no matter what role they're in. As a company, our performance is outstanding and our

deepened focus on fulfilling our purpose will carry us to new heights.

### WHY WE'RE SPECIAL

- At BNSFL, there is an open-door policy from everyone.
- It starts with the leadership. The leadership team is transparent and open to criticism and feedback. They really do care about the employee experience as much as they care about being profitable
- Health and Wellness Program
- Company Volunteer Program
- Diversity Equity Inclusion and Belonging

## 20. SWBC

9311 SAN PEDRO AVE., SUITE 600,

SAN ANTONIO 78216

[SWBC.COM](http://SWBC.COM)

INDUSTRY: FINANCIAL SERVICES – OTHER

EMPLOYEES: 2,357

Headquartered in San Antonio, SWBC is a diversified financial services company providing a wide range of insurance, mortgage, and investment ser-

vices to financial institutions, businesses, and individuals. With offices across the country, SWBC is committed to providing quality products, outstanding service, and customized solutions in all 50 states.

We share our Mission, Vision, and Values (Integrity, Accountability, Trust, Excellence, Commitment, Teamwork, Service) with every new employee and emphasize how important they are to our continued success. Employees encounter a team-oriented corporate culture that flourishes with the most creative, driven, enthusiastic employees around. Our employees are committed to excellence and world-class service, with a driven attitude to succeed in their roles. And while we work hard in the office, we also incorporate our share of fun as well. SWBC allows employees the opportunity to grow both personally and professionally, and we pride ourselves on promoting our talent from within.

### WHY WE'RE SPECIAL

- Opportunities for growth.
- Open communication.
- The Wellness programs includes Virgen Health and an On-Site Clinic at the Corporate office.
- Numerous Employee Appreciation Events.

# Congratulations!

## 2021 BEST COMPANIES TO WORK FOR IN THE STATE OF TEXAS



Serving SHRM Members and Affiliate Chapters across Texas



# It's all about people.



**We've been a fixture** in Texas communities for more than eight decades, largely because of something we've been practicing since opening our first bank in 1934: **treat everyone like a neighbor.** That holds true whether it's a client or a fellow employee. It's one of many reasons **Community National Bank & Trust of Texas** is recognized as one of the best places to work—and do business—in Texas.



**COMMUNITY NATIONAL**  
BANK & TRUST OF TEXAS

Serving 13 communities throughout North and Central Texas

[MyBankTX.com](http://MyBankTX.com)



Member FDIC



# 100 2021 BEST COMPANIES



Duke Realty

## 1. Duke Realty

8711 RIVER CROSSING BOULEVARD,  
INDIANAPOLIS 46240  
DUKEREALTY.COM  
INDUSTRY: REAL ESTATE  
EMPLOYEES: 370

Duke Realty is a leading pure-play, domestic only logistic real estate company in the United States. Duke Realty currently owns approximately 159 million rentable square feet of high-quality industrial assets in 20 key U.S. logistics markets. The Texas Team is currently responsible for building, managing, and leasing over 30 million square feet (out of 159 million square feet company-wide) of warehouse and distribution space in that market. The fast-paced work environment, talented team members, and a work culture that promotes responsibility, communication, inclusion and collaboration, creates a fantastic, energetic and fun work-place.

### WHY WE'RE SPECIAL

- Health and Wellness Program where employees can accumulate points to receive gift cards, one to three days extra vacation time a year depending on status and discount on insurance.
- Comprehensive Benefits Package including 401K match, Employee Stock Purchase Plan and contributions to Health Spending Account to offset deductible and more.
- Duke Realty aprons mailed to the home, paired with cooking challenges with a chef.
- Virtual comedy show with nationally renowned comedian Andy Hendrickson.

- Kindness rocks mailed to all associates that allowed all associates to decorate rocks with words or phrases of kindness to be left in the community.

## 2. Catapult Systems

1221 SOUTH MOPAC EXPRESSWAY, SUITE 350,  
AUSTIN 78746  
CATAPULTSYSTEMS.COM  
INDUSTRY: TECHNOLOGY  
EMPLOYEES: 284

Catapult Systems is a Microsoft solutions and services firm that provides architectural design, implementation, adoption and management services for large and mid-size organizations, across all industries. Established in 1993 and headquartered in Austin, Catapult is consistently awarded and recognized among the top .01% of all Microsoft partners for its expertise in digital transformation and cloud-based technologies year after year.

Catapult provides services across all of North America from offices in Austin, Dallas, Denver, Houston, Phoenix, San Antonio, and Tampa, as well as sales offices in Atlanta, Chicago, Philadelphia, and Raleigh.

Ask anyone on our team why they came to Catapult or why they are still here, and unanimously they will say: "the people." In fact, the foundation of Catapult's success has always been our people, and our employees have come to expect that anyone we hire will be capable of not only succeeding at their job, but also be a great culture fit.

## MEDIUM EMPLOYER Winners

100 to 499  
U.S. EMPLOYEES



**Catapult Systems**

#### WHY WE'RE SPECIAL

- Catapult is always looking for new and innovative ways to bring wellness solutions to our employees. From inviting experts to speak at lunch and learn sessions, to thrilling wellness challenge competitions. We also do health webinars and screenings.
- We have frequent fun events that get people out of the office and to relax with colleagues. Movie nights, local sporting events, bowling, happy hours, appreciation lunches, and more are enjoyed regularly. And our fun annual Halloween costume contest.
- Catapult Kids Day is an opportunity for Catapult Kids to be exposed to a business environment, learn valuable life lessons, and have fun. Our HR department creates a traveling kids camp each summer filled with fun activities and prizes.
- Catapult offers a formal mentoring program to all new employees called the Ambassador Program. Ambassadors help new employees get acclimated to Catapult's culture, way of doing things, and introduces the employee to others in their business unit.
- The "CatTeam" program helps promote good fitness, teamwork and work/life balance. Catapult will supplement the cost of registration and uniforms for any qualifying after-hours team-oriented events such as 5Ks and team sports.

### 3. A#1 Air, Inc.

601 E CORPORATE DR., LEWISVILLE 75057

ANUMBER1AIR.COM

INDUSTRY: HVAC, PLUMBING, AND ELECTRICAL

RESIDENTIAL SERVICES

EMPLOYEES: 338

For 30 years, A#1 Air has been the leading and most trusted air conditioning and heating service provider in the DFW area. In 2020, we knew more families than ever would need assistance, so as an essential business family, our employees spear headed a "give back" mission: donated 5,369 pounds of food to the North Texas Food Bank, donated HVAC equipment to the Collin College Technical Campus so students from all backgrounds would have the opportunity to learn a career, installed a new HVAC system so a veteran's 6-year-old son with a respiratory illness could breathe easier, provided Operation Kindness No Kill Animal Shelter with a \$15k donation, and partnered with the Salvation Army Virtual Kettle Drive. A workplace family making a difference!

#### WHY WE'RE SPECIAL

- We believe in giving employees a second chance. Second chances provide the opportunity to improve and grow. We also believe one size does NOT fit all. If an employee does not

perform well in the position hired for, we allow them to try out others.

- We promote from within whenever possible- Over 95 percent of our upper management team were promoted into their current position
- Our on site library offers employees the opportunity to check out books on management, motivation and workplace skills.
- Every morning the entire management staff meets on the "golf green" upstairs in a huddle that serves as a problem solving, communication, support and success session for each team member to share. Some of our best ideas come from these huddles.
- We host an annual golf tournament with the owners of the company, where each participant can take part in golfing with a real life golf pro. Prizes are awarded and team building experiences that last a life time take place.
- Flexible work scheduling is offered in most positions to accommodate those going to school, have children to pick up from school, or just work better during non traditional work hours. We know a happy employee who enjoys coming to work is priceless!

### 4. Community National Bank & Trust of Texas

P.O. BOX 624, CORSICANA 75151

MYBANKTX.COM

INDUSTRY: BANKING

EMPLOYEES: 184

Every employee at CNB&T feels that they are one piece of a larger expedition towards excellence. Employees appreciate that they're not just a number and are always welcome in the CEO's office to chat. With



**A#1 Air, Inc.**





## PINK OUT for Pearl

Community National Bank & Trust of Texas

15 branches across Texas, the distance doesn't seem to make a difference for this banking family. We all work together for the greater good and are rewarded for it with our year-end bonus and generous PTO plan. An emphasis on the importance of volunteering makes employees feel like their company values each of our communities. Working for CNB&T is a privilege, evidenced by multiple employees with well over 20 years of tenure.

### WHY WE'RE SPECIAL

- Year-End Bonus
- Christmas Party
- Generous PTO Plan
- Biggest Loser Contest - winner receives a weekend at the JW Marriott Hill Country and \$200 cash
- Spirit Shirt Fridays to support local schools and popcorn in the lobby
- Casual for Charity program. Employees pay \$2 to wear jeans on Fridays and then choose local charities to donate their money to. They love giving back to their community and having fun on Fridays.

## 5. Teague Nall and Perkins, Inc.

5237 N. RIVERSIDE DRIVE, SUITE 100,  
FORT WORTH 76137  
TNPINC.COM  
INDUSTRY: ENGINEERING  
EMPLOYEES: 188

Teague Nall and Perkins, Inc. (TNP) is a consulting firm that provides professional civil engineering, surveying, landscape architecture, subsurface utility engineering, construction management, and right of way acquisition services. Our clients include

cities, counties, state government, school districts, colleges, universities, hospitals, special districts, utility companies, developers, and private businesses all over Texas and the surrounding states. Since 1976, the firm has built a reputation for providing quality, responsive, personalized services to their clients. The firm has a strong background serving governmental and private sector entities across Texas. TNP's corporate headquarters is located in Fort Worth, with other branch offices in Allen, Denton, Heath, Cypress, and Sugar Land, Texas. We are a FUN and intentionally OTHERS-FOCUSED environment. We've accomplished this in part by creating a unique 1-on-1 mentoring program called "The TNP Mentoring Pipeline", to develop and grow our staff, both professionally and personally. Our goal is to give the next generation of leaders an opportunity and a platform to improve who they are and to become contributors and high impact players at TNP,



Teague Nall and Perkins, Inc.

as well as in all aspects of their life. We want employees to be capable of having a profound impact in the lives of everyone they encounter. TNP's goal is to improve the quality of life in our communities and create a sustainable world. This is why we do what we do at TNP.

### WHY WE'RE SPECIAL

- Flexible schedules help create an environment for better management of life's demands, providing more positive attitudes toward jobs.
- An atmosphere that encourages fun competition through recreational activities, such as basketball, ping pong, pickle ball, billiards, and daily exercise routines in the firms' on-site workout facility.
- Chaplain services and counseling.

## 6. Lane Gorman Trubitt LLC

2626 HOWELL ST., STE. 700, DALLAS 75204  
LGT-CPA.COM  
INDUSTRY: ACCOUNTING  
EMPLOYEES: 108

Lane Gorman Trubitt is a midsized firm that averages 110 employees, founded in 1950 in Dallas, Texas. LGT prides itself on building long-lasting relationships and creates a family feel within the office and with clients. The firm specializes in six client industries: auto dealerships, construction, health-care, manufacturing, non-profits, and real estate. LGT prides itself on offering unmatched work/life





Lane Gorman Trubitt LLC

balance by promoting flexible schedules and telecommuting, as well as many programs to encourage personal and professional growth. LGT offers competitive benefits and salaries, but employees will tell you that the best benefit is the welcoming environment and relationships with their team members. After 70 years, it's only getting better!

#### WHY WE'RE SPECIAL

- Flexible schedule, summer hours, remote working, and work-from-home opportunities.
- Annual Cornhole Tournament. Every fall we walk to our local park, get lunch from the various food trucks, play a firm-wide cornhole tournament and enjoy the day with each other.
- Young Professionals Program supports developing leaders by providing opportunities for social and professional growth (lunch and learns, networking events, social events, soccer/volleyball teams, outings, volunteer events/activities).
- CPA Success Program - Study Hall features about 100 paid hours annually to study; CPA bank to pay for study materials and exam fees/bonus; tuition assistance; CPA Buddy (mentors who recently passed), and a flexible schedule to study.
- Learning Ladders. We have created a curriculum of courses for each staff level housed in our online CPE system. Staff now have a road map to what they should be learning and can go in and easily take courses as needed/complete their ladders.
- Instead of our usual busy season treats and games, we have been hosting email games (bingo, guess-the-employee-baby-photo, rebus puzzles, online trivia, etc) and mailing goodies to employee's homes. We are trying to maintain our company culture even though we are not together!

## 7. Funeral Directors Life

6550 DIRECTORS PARKWAY, ABILENE 79606

FUNERALDIRECTORSLIFE.COM

INDUSTRY: INSURANCE (NON-HEALTHCARE)

EMPLOYEES: 233

At Funeral Directors Life, employees are valued as people, not numbers or quotas. That is why the company leadership has worked so hard to create a culture where employees feel valued and appreciated for the work that they do. At Funeral Directors Life, there are plenty of opportunities to grow and develop mind, body, and soul, and advance to greater areas of responsibility through leadership and mentorship programs. The state-of-the-art facilities also make Funeral Directors Life a great place to work, including the onsite fitness center, wellness clinic, outdoor courtyard, and beautiful café area. Best of all, employees know they are doing work that mat-

ters by helping families in their time of need. Employees enjoy being able to participate in fun fitness classes during lunch breaks, break times, and after work. The clinic is also available for annual physicals, vaccines, COVID testing, and routine care.

#### WHY WE'RE SPECIAL

- Employees love their covered parking, \$20 reimbursement on Sam's Club membership, 401(k) match of 50 cents on the dollar, up to \$5,000 maximum, outdoor courtyard, monthly luncheons, free fresh fruit and beverages, and more!
- Employees love that they can be nominated to go on the annual incentive trip, and they also really love our annual summer party, company-wide end-of-year meeting, and Christmas party.
- During the COVID-19 pandemic, the company made huge strides toward offering remote working options to those who needed to work from home.
- The company provides fresh fruit every week for employees to enjoy, as well as free cold and hot beverages.
- The company offers charitable donation matching up to \$1,000 per employee. In addition, the company will donate \$10/hour for volunteer time served by employees.
- The company has historically had a policy of reassigning employees whose job duties must change and of paying sales employees their regular, average commissions during times of crisis, such as tornadoes or hurricanes. During the pandemic, the company formally adopted a policy of no layoffs, no furloughs, and no reduced pay for staff, including sales staff who were severely restricted during the stay-at-home orders.



Funeral Directors Life



## 8. Advancial Federal Credit Union

1845 WOODALL RODGERS FWY., STE. 1300,  
DALLAS 75201  
ADVANCIAL.ORG  
INDUSTRY: FINANCIAL SERVICES – OTHER  
EMPLOYEES: 235

Advancial is a growing company with amazing people, great work-life balance and phenomenal benefits. There is a strong culture of innovation, pride and passion among employees. Advancial thrives on making its employees happy, knowing that makes for happy customers as well. Employees consistently praise our benefits program. For example, employees pay only a small fraction of insurance premiums for themselves and their family, and Advancial contributes 8% of pay to a 401(k) for every employee.

### WHY WE'RE SPECIAL

- Advancial owns two vacation properties, one in Destin and the other in Breckenridge. Advancial employees have up to 5-nights per year to stay in either location at no cost.
- Each year Advancial hosts "Celebrate Advancial," a company-wide celebration where all employees travel to a central location and enjoy food, fun and entertainment. In 2020, employees were treated to a private fireworks show in Houston Astros Arena!
- Spark and interest- \$150 annually. Go on an adventure, swim with dolphins, enjoy a date night, go sky diving! Do something you've always wanted to do, courtesy of Advancial!
- Advancial Life Rewards - \$350 per year. Reduce stress and improve your life with this unique reimbursement program! Get reimbursed for covered services such as home pest control, cleaning, or repair services; exercise



programs or fitness devices.

- SmartDollar program – Advancial paid for all employees to have access to the Dave Ramsey SmartDollar program. This includes online personal financial tools and training videos.

the day appreciating and caring for our employees is one of our top priorities.

### WHY WE'RE SPECIAL

- Flex time (9/80)
- Stylecraft Family Day
- Stylecraft Day of Care
- Fitness memberships
- Corporate discount rate with Valencia Group Hotels for employee, family and friends

## 9. Stylecraft

4090 STATE HWY. 6 SOUTH,  
COLLEGE STATION 77845  
.STYLECRAFT.COM  
INDUSTRY: CONSTRUCTION  
EMPLOYEES: 151

Stylecraft is one of the fastest growing production homebuilding companies in central Texas, with model homes in more than 16 cities. Based in College Station, Stylecraft boasts a small-town family feel with big city benefits. Employees enjoy competitive pay and an extensive benefits package. Some of the best things about working at Stylecraft would be our employee morale and company perks. We offer employee discounts on a brand-new home, a robust employee referral program and more! We offer fun extras like snacks in the breakroom, holiday parties, team building events, family fun days and celebrate employees for their accomplishments. At the end of

## 10. Campus Life and Style

7500 RIALTO BOULEVARD, BUILDING 2, SUITE 290,  
AUSTIN 78735  
CLSLIVING.COM  
INDUSTRY: REAL ESTATE  
EMPLOYEES: 309

Campus Life & Style is a fresh approach to student housing. One that drives productivity through people-centered management processes. The innovative design of our living spaces is complemented by our employees' dedication to customer service. Having best-in-class properties is not enough to become an industry leader. At CLS, we rely on efficiency and empowering our site teams to create the environments that make us the ideal place to live and work in each market. We set ourselves apart by giving our team members all the tools required to achieve success in their career.

### WHY WE'RE SPECIAL

- Consistent recognition for a job well done by providing formal awards, monetary incentives, email shout-outs and more.
- Quarterly team events and a casual workplace environment.
- An exceptional work-life balance by allowing flex hours, work from home options and the



Advancial Federal Credit Union



**Campus Life and Style**

ability for families to join at various events and charity functions.

- Forbes Hospitality Training: We are the only Student Housing company to offer world class training with Forbes Travel Guide. This training helps prepare our employees and gives them the tools they need to provide exceptional customer service.
- CLS Project Assist: The Campus Life & Style Charity Committee is responsible for partnering with local and national organizations and giving employees and their families the opportunity to give back and make a difference.

## 11. Apex Capital Corp.

6000 WESTERN PLACE, FORT WORTH 76107

APEXCAPITALCORP.COM

INDUSTRY: FINANCIAL SERVICES – OTHER

EMPLOYEES: 295

When you work at Apex, it's an opportunity to grow, play, and connect with your extended family. We grow through our awesome development programs that always look for ways to make it easier for Apexers to learn. Our extensive opportunities to get involved in the community allow Apexers the ability to foster their community spirit. We know how to have fun and have tons of reasons to celebrate, from company milestones to personal achievements. Apex thrives on a culture of connectedness. Through our wellness programs, we encourage folks to connect more personally outside of their day-to-day jobs. We foster practices, activities, and events that promote trust among co-workers. We ensure employees feel included and supported from day one.

### WHY WE'RE SPECIAL

- Wellness programs
- Parties and celebrations
- Generous tuition assistance program
- Free meals once a month and holidays; free fruit and beverages all the time
- Bank unused PTO annually to create a safety net if employees ever depart from the company

## 12. Spectrum Association Management

17319 SAN PEDRO AVE., SUITE 318,

SAN ANTONIO 78232

SPECTRUMAM.COM

INDUSTRY: HOA MANAGEMENT

EMPLOYEES: 208

We've proven to be a Refreshingly Different in an otherwise predictable industry. Refreshingly Different starts with the highly employee-centric company culture with a fanatical focus on team dynamics, support, mentoring, career development, and creating an environment of kindness. All employees receive five weeks of paid vacation, paid community service days, a unique retirement program, free industry education program, work location empowerment, and many other benefits and recognition privileges. Our approach provides fantastic outcomes for our customers and support and balance for our employees. Great cultures are where employees create and spread good for others. The absolute leading action is our culture of trust and empowerment together with constant support for their physical, emotional and paycheck health.

### WHY WE'RE SPECIAL

- Our internal training and career development effort. We have our own internal education brand to ensure employees always feel like and are experts.
- Flexibility in their work schedule allows employees to never miss the most important family moments.
- Due to COVID, we could not have our holiday party, so we have created a stimulus program where employees pick two local struggling businesses and we will provide gift cards to them to help.
- We have a monthly raffle for a number of gift cards. This program has close to 100% participation. We give away over \$25,000 a year in gift cards.
- We have created an enhanced career track

program with bi-annual raises for tenure progression.

- Another example of a unique company program is our employee spouse employment support team. If the spouse of one of our employees loses their job, then we have an internal program where all employees leverage their individual network to help them find a new great job.
- We have recently designed an employee relaxation and meditation lounge to allow our team to decompress and have a little power nap when needed.

## 13. Credera

15303 DALLAS PARKWAY, SUITE 300,

ADDISON 75001

CREDERA.COM

INDUSTRY: CONSULTING

EMPLOYEES: 461

At Credera, we desire to be a different type of consulting firm. From the beginning, we were built on a relationship-oriented, values-centric model where our highest ambition was to build strong, high-trust relationships with both our employees and clients. After over twenty years, we have grown to be consulting firm focused on strategy, transformation, data, and technology with over 600 consultants around the globe who live out our mission daily.

Many consulting firms have a reputation of burning out their employees though high travel expectations, crazy hours, and grinding work. Credera's founders wanted to build something different—a consulting firm where you could do great work for clients, but also be great at home and in your communities.

### WHY WE'RE SPECIAL

- Credera launched a panel series called "Credera Listens" where we invite executives of all different backgrounds to share their perspectives on current events, as well as several Employee Resource Groups.
- Every employee is assigned a formal mentor when they start at Credera who is your career coach and advocate as you grow and develop.
- Growing camaraderie through virtual happy hours, birthdays, baby showers, or attending virtual AirBnB Experiences together.
- We created a "Secret Crederian" program where different Credera team members send one another care packages while we are still working from home.
- Hosting contests through teams where people



can participate in different fitness, cooking, or holiday challenges and be entered to win a selected prize or gift card.

## 14. SouthWest Bank

4800 E 42ND STREET, ODESSA 79762

[SOUTHWBANK.COM](http://SOUTHWBANK.COM)

INDUSTRY: BANKING

EMPLOYEES: 106

SouthWest Bank is where people in West Texas go to bank with people who are committed to helping their customers and communities succeed every day. Formed in 1999 in Odessa, Texas, our objective has always been to provide a community bank where you can do business with local people involved in the communities they serve. SouthWest Bank has since expanded into the Midland and Lubbock communities with the same philosophy of relationship banking. We are more than just a bank, we view customer service as more than convenient hours and a friendly smile. At SouthWest Bank, service is a calling to do more for others than what's expected of you.

### WHY WE'RE SPECIAL

- During our pandemic partial closure, we ensured that all staff were paid 100%. They were also given an extra free day off for personal mental health and a \$50 gift card to pamper themselves.
- We offer an employee and employer funded "family fund" for unprecedented expenses. Staff can nominate peers or self-nominate for financial help.
- We have wellness challenges where employees are encouraged to compete against each other for prizes. They can be step, weight loss, or a number of workout challenges.
- We offer access to virtual doctor options to all employees and their families at no cost to them.
- We've been as flexible as possible with staff's need to work remotely or to take care of their family. We've gone to a jeans/casual environment with a dress code called "dress for your day." This seems to make the workplace more comfortable for all.

## 15. VeraBank, N.A.

PO. BOX 1009, HENDERSON 75653

[VERABANK.COM](http://VERABANK.COM)

INDUSTRY: BANKING

EMPLOYEES: 453

VeraBank is a proudly independent community bank serving Texas customers since 1930. Our team of almost 500 community bankers is dedicated to serving our customers and our communities with zeal and passion, and we show the same zeal and passion when taking care of our employees! We pride ourselves in offering products and services that make banking convenient and easy, delivered with a uniquely personalized level of service by the best and brightest bankers in our communities. VeraBank is not only a great place to bank, it's a great place to work!

### WHY WE'RE SPECIAL

- We have a huge annual all-employee party, inviting all employees plus a guest. We provide live music and entertainment, catered food, cash booths, games, and door prizes for all attendees.
- We have a year-round business casual dress code with weekly "blue jean Fridays", when employees can wear blue jeans for a \$2 donation to a designated charity. This is just one of many ways we give back to our communities!
- Our annual Halloween costume contest and Ugly Christmas Sweater contest are hugely popular. We give cash prizes for individuals and groups, and publish photos of participants on all our social media outlets so customers can join the fun.
- We have a bankwide Biggest Loser weight loss challenge competition, with cash prizes for individuals and teams. We encourage teams to come up with fun names and creative themes/"smack talk", and we provide healthy living tips and recipes.
- Every employee who has had a work absence that is in any way related to the COVID-19 pandemic (quarantining, child care issues, school closures, etc) has received FULL pay without any charge to their accrued paid time off benefits.

## 16. CalTech

940 ARROYO SAN ANGELO 76903

[CALTECH.COM](http://CALTECH.COM)

INDUSTRY: TECHNOLOGY

EMPLOYEES: 126

CalTech, an IT company focused on helping companies stress less about their IT systems, was founded in 1988 and has been under the leadership of Brent McCasland and Will Welch since 1998 with an ini-

tial purpose to support their families. What truly separates CalTech from the rest is the people. You will be hard-pressed to find another company filled with employees who demonstrate integrity, are willing to improve continually, and who do whatever it takes to ensure customers are happy on a daily basis. This has created an environment where employees trust, support, and care about each other.

The benefits of working at CalTech are more than the usual health benefits and retirement options. Here, the focus is on the continuous development of people. CalTech is the best place to work not because of what we sell, but because of all the ways we support each other and help each other succeed in all aspects of life.

### WHY WE'RE SPECIAL

- Paid time off for volunteer work
- Monthly coaching with their manager
- All-expense-paid training/study materials and test for certification
- The 401(k) retirement plan
- Monthly paid Lunch & Learns with a company-wide informative video conference on a variety of topics with lunch provided
- Breakfast every Friday

## 17. PKF Texas

5847 SAN FELIPE ST., #2600, HOUSTON 77057

[PKFTEXAS.COM](http://PKFTEXAS.COM)

INDUSTRY: ACCOUNTING

EMPLOYEES: 136

Pannell Kerr Forster of Texas, P.C. (PKF Texas) is a firm of CPAs and advisors committed to our team, our clients and our community. Our award-winning culture is strategically designed to help our team members grow and engage while providing them the knowledge, resources, and technology they need to provide excellent, personalized client service. Our slogan says it all... PKF - People the Key to our Future®. The people first, profits follow approach to building our firm has made it a destination workplace in Houston.

From happy hours and team building events to free food/drinks and other perks, PKF Texas takes care of its people. We offer leadership training through programs led by industry leaders, and technical and soft skills, and self-knowledge training. We use assessment tools (Birkman & Platinum Rule) and team dynamics to maximize performance. We also provide guidance on giving and receiving performance feedback/evaluations.

#### WHY WE'RE SPECIAL

- While in “pandemic mode”, if in the office, free drinks are still available. In “normal” times, food is brought in: fresh fruit, snacks, busy season meals, and breakfast every Wednesday.
- Frequent trainings (including leadership training for seniors and above).
- Pay for performance plan that rewards top performers with bonuses that exceeds pay levels of our peers (when compared to annually published surveys).
- Frequent firm-wide celebrations: birthdays/anniversaries monthly (including monetary rewards for years served), internal parties like bowling, happy hours, and holiday parties.
- Paid volunteer hours (during normal business hours). In 2017, we launched the PKF Texas Foundation, a 501(c)3 to consolidate our fundraising efforts and dispersal of funds to community organizations around the city.

## 18. Jasper Ventures Inc.

101 GLENDA ST., WHITEHOUSE 75791

JASPERVENTURESINC.COM

INDUSTRY: OIL AND GAS

EMPLOYEES: 120

Jasper Ventures, LLC, is a family of companies serving the hydrocarbon industry for 28 years. We are a true end-to-end provider who engineers, designs, constructs, installs, operates and leases a wide variety of state-of-the-art gas processing solutions to meet the needs of the oil and gas industry. Jasper Ventures is unique in the sense of company culture. Our employees are everything. We take time to invest in their lives whether in career growth or personally, to ensure that their time with us, for however long it may be, is beneficial for them. We offer competitive pay, generous amounts of paid time off, a tuition reimbursement program and comprehensive benefits. We have a department called the People team consisting of human resources, internal communications and Beyond Business, who strive to meet not only the work needs, but the personal needs of our employees.

#### WHY WE'RE SPECIAL

- Our executive team recognizes the value of a healthy work/life balance for our employees. Jasper Ventures gives a generous amount of paid time off, holidays, and paid time off for volunteer work.
- Jasper Ventures offers excellent health benefits, a 401(k) plan with 4 percent employer

contribution, tuition reimbursement program, an employee restoration fund and a mission fund grant for employees to apply to if they are taking a mission trip.

- At Jasper Ventures, our people really are the difference, and we don't want them to feel like a number. Employees say they feel known and valued, not only by their managers, but also seen and heard by our executive team.

## 19. Critical Start

6100 TENNYSON PARKWAY, SUITE 200,

PLANO 75024

CRITICALSTART.COM

INDUSTRY: CYBER SECURITY

EMPLOYEES: 187

Critical Start is the MDR expert that leaves nothing to chance. Our mission is simple: detect threats and stop breaches by resolving every alert for our customers. We do this for enterprises through our award-winning portfolio of end-to-end security services. We have built a culture blending the camaraderie of small start-ups with the competitive maturity of larger, established companies.

Companywide events celebrate our culture of caring and teamwork, including our holiday party, BBQs, chili cookoff, and monthly birthday celebrations.

#### WHY WE'RE SPECIAL

- Holds continuous all hands meetings, led by the CEO and other senior leaders, to go over the status, goals, and projected growth of the company.
- Instills a culture of caring and giving back – driven from the top down
- Mandatory Mental Health Day
- Celebrates monthly birthdays with cake
- Massage Therapist Days

## 20. Better Business Bureau serving the Heart of Texas

1805 RUTHERFORD LANE, STE. 100, AUSTIN 78754

BBB.ORG

INDUSTRY: NONPROFIT – OTHER

EMPLOYEES: 102

Better Business Bureau serving the Heart of Texas prides in itself on being the leader in advancing marketplace trust. Our dedicated staff members are the key to ensuring BBB can make our vision for an

ethical marketplace where buyers and sellers trust each other a reality. We strive to provide an environment that provides the space for learning, growth, work-life balance and joy. We know that an empowered, engaged and supported employee makes our organization a workplace that they want to come back to every single day. The trust, passion and effort that our employees invest in us is what make us a great place to work! During our weekly Friday meetings for the entire organization, organizational priorities are shared, upcoming events are discussed, employees are recognized for performance, new team members are introduced, and anonymous questions are answered by executives.

#### WHY WE'RE SPECIAL

- We hold mid year and end of year celebrations (virtual this year), that provide an opportunity to celebrate all that has been achieved for the year as one BBB Family. We recognize employees who exemplified BBB's values.
- BBB sends cards to Accredited Businesses and employees to celebrate accomplishments, anniversaries, birthdays and other milestones events.
- Events hosted by our Culture Club (made up of our internal employees)
- Employee Assistance Program
- Quarterly Wellness Challenges

## 21. Guaranty Bank & Trust, N.A.

100 W. ARKANSAS, MOUNT PLEASANT 75455

WWW.GNTY.COM

INDUSTRY: BANKING

EMPLOYEES: 458

Guaranty Bank & Trust is one of the oldest regional community banks in Texas with \$2.7 billion in assets and 31 locations across 24 Texas communities located within East Texas, Dallas/Fort Worth, Central Texas, and Houston regions of the state. Guaranty Bank & Trust provides its customers with a full array of relationship-driven commercial and consumer banking products and services, as well as mortgage, trust, and wealth management products and services that are tailored to meet the needs of small and medium-sized businesses, professionals, and individuals. “Family” is a common theme that is mentioned when employees describe the Guaranty culture. The family culture is driven by caring co-workers, from Executive Management to entry-level team members.



#### WHY WE'RE SPECIAL

- Guaranty Bank & Trust encourages us to excel as employees and community members through the Raving Fans program. Quarterly cash drawings are held as an incentive for participating in Raving Fans.
- Guaranty Bank & Trust offers competitive pay with semi-annual bonuses, as well as a comprehensive benefits package.
- Guaranty Bank & Trust encourages all employees to volunteer in their local communities through the Guaranty Gives Back program. Over the last year employees volunteered over 2,500 hours and the bank donated more than \$302,000 to 263 local charities.
- The Employee Benefit Fund is funded by employee donations and provides financial support for temporary hardships of employees and their families. Since 2001, this fund has given more than \$295,000 to help employees in need.
- Guaranty Bank & Trust employees have the opportunity to donate up to 8 hours of PTO to a Leave Donation Pool that benefits fellow employees in need.

## 22. Accountable Healthcare Staffing, Inc.

999 YAMATO RD., SUITE 210, BOCA RATON 33431

AHCSTAFF.COM

INDUSTRY: STAFFING

EMPLOYEES: 229

Accountable Healthcare Staffing's vision is to build and support a supplemental staffing organization recognized for its culture of staffing service excellence and caring. We believe that a culture of caring results in measurable performance standards capable of delivering the highest caliber and quality people – our employees. We value our employees. Accountable boasts a very diverse employee population with more than 70% representing women and minorities. Accountable's success depends upon the dedication of all of its employees.

#### WHY WE'RE SPECIAL

- Team work
- Monthly and quarterly bonus programs
- Incentive bonus programs to meet goals
- Employee Assistance Program is extended to family members who are not on company benefits.

## 23. HCSS

13151 WEST AIRPORT BLVD., SUGAR LAND 77478

HCSS.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 352

Founded in 1986, HCSS develops construction software for estimating, job management, safety, fuel management, dispatching, equipment maintenance, trucking, and GPS devices. In addition to high-quality software, HCSS provides implementation planning, consulting, training, and 24/7 instant support. Thousands of heavy construction companies and highway contractors use HCSS to turn their employees into knowledge workers. Over the years, HCSS has built a great employee-centric culture that engages the entire workforce through employee ownership, wellness, and collaboration.

Headquartered in Sugar Land on an amenity-rich campus, HCSS features a covered basketball/volleyball court, exercise room, game room, bring your dog to work facilities, movie theater, soccer field, 200-meter all-weather track, a 600-meter jogging trail with a hill, and more!

#### WHY WE'RE SPECIAL

- A collaborative culture where employees are taken care of so they can better serve customers, casual dress code, and flexibility to balance work and life.
- An amenity-rich campus with a basketball court, gym, running track, soccer field, outdoor walking trails, game room, slide, climbing net, video game areas, commercial kitchen, and laundry facilities.
- Up to \$1,000/year "Continuous Learning Fund" to spend on learning anything you are passionate about (does not have to be business-related).
- Free annual biometric screening for employees and spouses with a \$1,000 HRA fund for an employee and \$3,000 HRA fund for families.
- Up to \$1,000/year to pay for all wellness events (5K, triathlons, marathons, competitive sports leagues, etc.) for you and your family.

## 24. DOCUation Inc.

4560 LOCKHILL SELMA RD., #100,

SAN ANTONIO 78249

MATION.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 134

DOCUation is a family-owned technology solutions company that provides IT, print, and software-managed services to business and other organizations throughout Texas. Headquartered in San Antonio, our company has been serving customers for nearly 30 years. Today we are led by third-generation leadership. We continue what Lou Scantland, founder and grandfather, started 30 years ago, to help any business become more efficient and streamlined through the implementation of technology designed to fit their individual needs. For three generations, our family's business has operated with a steadfast commitment to serving with integrity and embodying good old-fashioned Texas values. We believe that exceptional service is at the heart of who we are, and is what has allowed us to successfully grow year after year. When our people are happy, our customers are happy. And by providing that exceptional service to our customers, we can then come full circle, giving back and pouring into the communities in which we serve.

#### WHY WE'RE SPECIAL

- Food related events
- Bonuses and awards
- Paid time off for volunteering
- Step/weight loss challenges
- Partnership with local museum to offer discounted rates

## 25. Publishing Concepts, LP

4835 LBJ FREEWAY, DALLAS 75244

PUBLISHINGCONCEPTS.COM

INDUSTRY: PUBLISHING/PRINTING

EMPLOYEES: 367

In 1921, Rockwell Clancy founded the nation's first alumni directory publisher, the Rockwell F. Clancy Company. Over the years, three generations of Clancys have helmed the company that would become PCI, staying true to a single goal: Not to be the biggest, but to be the best. And here we are. These ideals have taken root and formed notthebigcompany. Why notthebigcompany? Because The Big Company is the antithesis of everything we don't want to be. Big. Impersonal. Disengaged. Mindless. No, thank you. Notthebigcompany is our Culture. Our philosophy. The way we do business. The way we live our lives. It lives in each and every one of us. It's what makes us special and what sets us apart. We are serious about it and even more serious about protecting it. Today, Drew Clancy is our president.

He sets the tone and leads our charge, and his voice guides us daily.

We offer competitive pay and benefits with unique offerings to support work-life balance. Paid Sabbatical leave, paid maternity leave, and paid paternity leave are also benefits PCI Associates enjoy. We offer ongoing supportive life-learning. Our Book Clubs are life-changing and involve every Associate at every level. All of our associates have the ability to work from home and many do so full-time. PCI Cares is a program designed to extend a helping hand to associates in times of significant and immediate need.

#### WHY WE'RE SPECIAL

- PayActiv program. Employees can get up to 50% of their earned wages at any time. It's not a loan and the accessed amount is settled through payroll deduction. Allows our associates access to their funds if needed before their next pay date.
- We have PCI Thrives Wellness Competitions company wide (i.e. step challenge, signing up for PCP) to kick off our Wellness/Summer celebration.
- The pandemic didn't slow down our celebrations. We send trick-or-treat bags for Halloween, Turkey certificates for Thanksgiving and GrubHub gift cards for Christmas lunch.
- During our summer celebration we have crazy hat contests, the best decorated flip flops, Bermuda shorts Fridays and Hawaiian shirt day.

## 26. Targetbase

7850 N. BELT LINE RD., IRVING 75063

TARGETBASE.COM

INDUSTRY: ADVERTISING/PR/MARKETING

EMPLOYEES: 200

Targetbase is a data-driven marketing agency that knows its people are what make the organization successful. Targetbase is a "best" place to work because we invest in our people, and create work experiences that foster collaboration, growth, education, and team bonding.

To encourage everyone to take a break and bond, monthly surprise and delights (that can be anything from a rolling drink cart to an edible cookie dough bar) are part of our culture. To encourage collaboration and career exploration, our people are eligible to participate in structured department rotation programs that teach them a new skillset. To help our people with their stress levels, we have a pet friendly

office, summer Fridays, work-from-home options, in office massages, and a "Rest and Recharge Week" in which the entire office shuts down between Christmas and New Year's.

Targetbase's focus is taking care of their community – both internal and external. During the holidays employees are treated to a week of festivities that include snacks, happy hours, family cookie decorating and a company shopping trip that provides funds for employees to purchase toys for the local Toys for Tots. In addition to our annual holiday traditions, employees lead the charge to create events that benefit several local charities. While Targetbase makes sure to give back to our external community, we also take the time to appreciate our internal community during our annual employee appreciation event, Hullabalooza. During Hullabalooza employees are treated to a week of surprises culminating in an offsite celebration that has included dueling pianos or a Price is Right game.

#### WHY WE'RE SPECIAL

- Transparent, frequent communication about what is happening in the agency and with our clients.
- Open to employee feedback. Focus groups, surveys, and groups for junior employees are held frequently to receive input on overall culture or changes within the company.
- The Pie Fairy. Every year on the Tuesday before Thanksgiving, pies are given to each employee.
- A week off between Christmas and New Year's to spend time with family, relax and recharge.
- Off the Grid Day. An extra day off every year in which employees are to go truly unplugged - no phone, email, texts or any communication with work.

## 27. Austin Bank

P.O. BOX 951, JACKSONVILLE 75766

AUSTINBANK.COM

INDUSTRY: FINANCIAL SERVICES – OTHER

EMPLOYEES: 487

Austin Bank is a community bank owned and operated by the Austin family. It serves the financial needs of businesses and consumers throughout East Texas with 34 locations in 24 cities throughout 12 counties. The Austin family celebrates more than 111 years in the banking industry (four generations) in Texas, and the core values established so long ago still govern the day-to-day operations and the

treatment of customers and employees. With Bank offices found in both small, rural communities and in the larger cities of Tyler and Longview, the culture of East Texas really comes through our employees and the service we are able to provide – personalized service that is encouraged by bank management. Concerted efforts are made to provide financial literacy courses and educational information to our employees and communities. Whether through programs in the local schools, classes taught to adults at various civic events, or our library of online information, we believe that investing in the consumers in our area benefits not only the individual but the community as a whole. The workplace culture of family, friendship and fun is truly embraced and modeled by executive management, thus trickling down through every level and each office.

#### WHY WE'RE SPECIAL

- Flexible time off for school events, medical appointments and more.
- Freedom for the local offices to make decisions best for their market - including decorations and community event participation - while working to achieve corporate goals.
- Rewards Points Program. Customer appreciation program in each office gives employees the opportunity to earn points for referrals on new accounts and debit card sales. Points are redeemed for gifts, gift cards or even trips from the program.
- Annual scholarship program for children of employees who are graduating from high school.
- Annual bonus incentive based on corporate and individual office goals and benchmarks.

## 28. NatureSweet

2338 N LOOP 1604 W, SUITE 200,

SAN ANTONIO 78248

NATURESWEET.COM

INDUSTRY: AGRICULTURAL,

CONSUMER PACKAGED GOODS

EMPLOYEES: 162

NatureSweet is a best place to work because We Reap What We Sow. We are a leader of the fresh produce industry and our goal is to transform the lives of our agricultural workers, which includes everyone in our company, AND everyone who is impacted by our company: consumers, customers, suppliers, and more. We believe that in order to unleash our power, we need to ask ourselves, "what do we really want" and strive to what we want to accomplish.



We provide groundbreaking training programs and benefits to our associates, because we believe in the fundamental truth of “we reap what we sow.”

#### WHY WE'RE SPECIAL

- We host monthly Integration Events that allow our associates to step away from their work and unwind. They get to interact with each other, and get to know one another on a personal basis. These events are a lot of fun, and sometimes open to family.
- We offer our associates great benefits. 100% company paid benefits for health, dental, and life insurance.
- We host monthly townhall meetings with our CEO, Rodolfo Spielmann, where he updates all associates on company incentives, top initiatives, state of the company, and more. The LT and CEO are very transparent in these meetings.
- We have a mentoring program with executives to our top talent in our San Antonio office.
- Our NatureSweet Foundation, called Unleash-ing People's Dreams, promotes education in different locations such as Proyecto Amigo in Colima, and others in our community.

## 29. Cody Pools, Inc.

5117 S IH 35, GEORGETOWN 78626

CODYPOOLS.COM

INDUSTRY: CONSTRUCTION

EMPLOYEES: 137

Cody Pools has been ranked the #1 pool builder in the nation for 8 years in a row and is the largest Texas based swimming pool company. It serves the greater Austin, Houston and San Antonio areas. Cody Pools specializes in building custom, gunite, in-ground swimming pools to fit our customer's budget, design ideas and backyard features. Cody Pools has adhered to strict standards and molded a culture that positively impacts our employees, customers, community and company.

#### WHY WE'RE SPECIAL

- Flexible work schedule
- Casual dress code
- Career growth opportunities
- Annual paid day off to attend family fun day at local sports facility
- Free tickets to local sporting events, periodic breakfast, luncheons and happy hours.
- Opportunity for a trip to three resort destinations annually for top selling designers.

## 30. Corptax Inc.

4400 STATE HIGHWAY 121, SUITE 500,

LEWISVILLE 75056

CORPTAX.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 373

CSC Corptax simplifies and transforms the business of corporate tax through technology, business process expertise, and award-winning support. For more than 45 years, CSC Corptax has supported the evolving tax needs of the world's leading organizations, including 50% of the Fortune 500 and 60% of the Fortune 100. Corptax software integrates all tax data and processes into one common system of record. Tax provision is just the starting point—the true objective is removing limitations to efficiency and profitability. We've put all our energy and resources behind this vision with a platform that delivers and is the first and only single system on the market for end-to-end tax.

As a leader in a constantly changing industry, we rely on our teams to be flexible, innovative, and collaborative. Our teams are dedicated and hardworking, but we also take time to recognize individual and team accomplishments and celebrate with our colleagues. We hold events throughout the year to engage with our employees and foster connection, including holiday celebrations, team building events, office lunches, games, and contests.

#### WHY WE'RE SPECIAL

- Gives employees the opportunity to continue to learn and grow, both within their role and within the organization.
- Provides flexibility and understands that employees have a life outside of work.
- Supports ongoing development through Pluralsight and Visual Studio subscriptions.
- Promote internal movement—30% of roles are filled internally—and challenge employees to own their career path.
- We offer a casual, flexible work environment.

## 31. Portfolio

25541 COMMERCENTRE DR., SUITE 100,

LAKE FOREST 92630

PORTFOLIOCO.COM

INDUSTRY: INSURANCE (NON-HEALTHCARE)

EMPLOYEES: 123

Portfolio is a leading independent provider of finance

and insurance products and services to automotive dealers across the country with an emphasis on reinsurance management. The company develops, sells and administers automotive dealer extended warranty programs including vehicle service contracts, GAP insurance and ancillary products. Portfolio truly cares about the well-being of every employee. To promote health and wellness, the company offers a rich PPO medical plan to employees at no cost, a \$20/month gym/fitness reimbursement credit, generous PTO and paid holidays, and extra paid days at year-end so employees can spend more time with their families during the holidays.

#### WHY WE'RE SPECIAL

- Bonuses and incentives
- Paid time off and holidays
- Employer 401(k) contributions
- Relaxed office environment
- Fun office events and activities
- Monthly gym credit

## 32. MOGAS Industries, Inc.

14330 EAST HARDY RD., HOUSTON 77039

MOGAS.COM

INDUSTRY: MANUFACTURING

EMPLOYEES: 239

MOGAS (pronounced mO-gus) is the family name of the founder, Louis Mogas. Nearly 50 years ago he started a machine shop in Houston repairing valves. He learned that if he partnered with his customers to find the cause of the valve failure, he could improve the valve's performance in severest of services and increase the customer's run times. As technology advances and MOGAS grows, we embrace change. Continuous product improvement and adapting to new challenges make us stronger and more competitive. Insanely customer centric, we do what's right, are passionate, and embrace change: these main core values are our foundation and driving principles for our business behaviors. Our purpose is to make a meaningful impact on each other, our customers and the industries we serve.

#### WHY WE'RE SPECIAL

- MOGAS cares about the employees' family and their personal commitments or challenges. We are flexible with working from home when needed, making up time etc. We also support employees through personal challenges.
- Generous quarterly profit sharing for all employees who have completed two years of

service with company.

- Transparency in providing financials and other important business topics. The CEO is always honest and straightforward in what's going on with the business and allows employees to submit anonymous questions for an explanation.
- Company sponsored events and celebrations: food trucks, annual events such as mogalym-pics, crawfish boil, thanksgiving luncheon, and a Christmas party are just some examples.
- Serving the community is ingrained within the MOGAS culture. As a company we contribute significant resources to many worthy causes. We also enthusiastically support our employees' robust spirit of volunteerism.
- Development of "Unity committee" with the following mission statement: "Through hands on projects and raising self-awareness, we create an environment of inclusivity and acceptance of all races, cultures, ethnicities and religions in our community."
- We are pursuing a policy that allows employees more flexibility in "where" they work. This doesn't come without challenges as we are a manufacturing production environment.

### 33. Vista Bank

5840 W. NORTHWEST HIGHWAY, DALLAS 75225

VISTABANK.COM

INDUSTRY: BANKING

EMPLOYEES: 159

At Vista Bank, we've been putting people first since 1912. That's how we've done business since we opened our doors in Ralls, Texas, 108 years ago – and it's why we're still in business today. As we've expanded across the state into North and Central Texas, we've remained true to our West Texas roots. What makes us a 'best' place to work is simple - our people, starting at the top with our CEO. Mr. Steinmetz's first priority, as always, is our team. People First isn't a company motto to him, it's the real reason that people come to work for John. Everyone here has a story. A story of him stepping in to bless them, help them succeed, meet a need, or offer encouragement.

From virtual toasts, dance contests and celebrations, adding a company dog, epic halloween decor contests, increasing internal communications and allocating even more to charities and our L.O.V.E.

Fund for employees, amidst the challenges of 2020, Vista Bank rose to and redefined the new normal, so our people could continue to live their best life.

#### WHY WE'RE SPECIAL

- Holiday celebrations. From Halloween contests to epic Christmas parties with TVs, trips and cash prizes, we know how to party.
- From weekly quotes to texts, phone calls, attaboys, Christmas family photos with Santa, making the rounds to say hello each morning, Vista leaders make personally connecting/engaging with teammates and their spouses and families a top priority.
- The 25th paycheck. For 108 years, in good times and bad, the Board and leadership of Vista Bank authorizes a 25th paycheck at the end of each year for each employee to share in the growth and success of the Bank.
- Mr. Steinmetz sends a turkey dinner gift card each Thanksgiving to teammates, which is so appreciated by them and their families.
- This year, Vista Bank implemented both a Chief Happiness Officer, 80 pound sheepadoodle named Yogi Bear and most recently a Team Chaplain.



## Securing our future begins right here at home.

At Lockheed Martin, we understand what it takes to protect our future. It takes all of us. The men and women who build the unrivaled F-35 – the world's most advanced aircraft – are proud to stand with our Texas communities. Working together, we build a brighter tomorrow.

Learn more at [lockheedmartin.com](http://lockheedmartin.com)

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# SMALL EMPLOYER Winners

15 to 99  
U.S. EMPLOYEES



F1 Payments

## 1. F1 Payments

6300 BRIDGEPOINT PARKWAY, BUILDING 3,  
SUITE 310, AUSTIN 78730

F1PAYMENTS.COM

INDUSTRY: INFORMATION TECHNOLOGY

EMPLOYEES: 35

Our vision is simple, “family”. At F1 Payments, you aren’t JUST a merchant, you are a member of our family. We at F1 Payments take this “family approach” very seriously, utilizing it to build REL-EVANT and lasting relationships. In fact, this approach is what sets us apart. We firmly believe that the right behaviors and attitudes are key cogs to individual and company success.

### WHY WE’RE SPECIAL

- Flexibility
- Swag

- Freedom to be themselves
- Discord
- Office Olympics
- John Cena Award

## 2. Möbius Partners

1711 CITADEL PLAZA, SAN ANTONIO 78209

MOBIUSPARTNERS.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 30

Founded in 2000, Möbius serves our customers throughout Texas and the central U.S. from our headquarters in San Antonio and offices in Dallas and Houston. We take great pride in our talented crew of certified engineers, project managers, and support staff who stay ahead of technical trends through continuous learning, certifications, and training. We have a unique “work hard/play hard” culture. Years ago an HP executive and mentor gave



Möbius Partners



us the nickname “Groovers” for our ability to find that sweet-spot—that groove—of expertise, innovation, and collaboration. It’s about people—your team and ours, joining forces and ingenuity to get the job done right. We also have a lot of fun. We have an annual Halloween costume contest where the winner earns a free day of PTO. We included a kids contest where the winner won a gift card. Annual holiday parties with spouses are always a blast. We celebrate marriages, babies, new houses, etc. Great tenure gifts are given for 5, 10 and 15 years from Tiffany to Tumi to Montblanc to Benelli. Satisfaction and productivity is high, so turnover is really low. Having an emphasis on work/life balance makes it easy to look forward to going into work every day.

#### WHY WE’RE SPECIAL

- Flexibility
- Work/life balance
- Empowerment
- Birthday holidays
- Paid time off to volunteer
- Our highly regarded corporate culture has remained strong during the pandemic, in part because of our employee-run and -founded Culture Club (CC), where two employees from each office meet monthly to discuss concerns anonymously.
- We also keep our team engaged through organized monthly game days, where employees play games like bingo or poker and participate in activities like discovering how much they know – or don’t know – about their co-workers — all via Zoom.

### 3. Satori Capital

2501 N HARWOOD ST., SUITE 2001, DALLAS 75201

SATORICAPITAL.COM

INDUSTRY: FINANCIAL SERVICES – OTHER

EMPLOYEES: 31

Satori Capital is founded on the principles of conscious capitalism, a business approach that emphasizes creating extraordinary outcomes for all stakeholders. The firm views its team members as a crucial stakeholder group and works continually to sustain a world-class culture that helps employees thrive.

Co-founder Randy Eisenman notes: “The caliber of the people who work here is so high they could work anywhere. We want to make them feel as special as they are, and we know that if they are happy and healthy, they simply perform better and enjoy their work and their lives more.”



Satori Capital

Satori’s Optimal Living Program supports the health of the whole person, both at work and in their daily life, and includes things like chef-prepared daily healthy lunches, a weekly on-site chiropractor and health advisor, a biweekly massage therapist, and a yearly \$1,000 allowance per employee for gym memberships and other fitness-related purchases. Satori also provides access to information, coaching, and programming to support continued growth in four dimensions of well-being: mental, physical, emotional, and spiritual.

On each team member’s birthday, Satori offers a \$100 donation to the charity of the team member’s choice. The firm also holds an annual Charity Competition, where team members can vote on which organizations should receive firm donations.

#### WHY WE’RE SPECIAL

- Chef-prepared meals – a health benefit and a convenience for those with busy schedules. (During quarantine, Satori is providing no-contact meal delivery to team members’ homes for the team member and an additional family member.)

- Wellness allowance – yearly \$1,000 for gym memberships and health-related items.
- The “Satori Serves” program organizes charitable activities for team members, such as serving breakfast at the Ronald McDonald House.
- The summer intern and teen week program creates “blessing bags” with items to benefit the homeless community.
- Satori Kids receive back to school optimal living boxes. This year it included Covid items such as mask, hand sanitizer, and Beats headphones for their online classes.

### 4. ATKG, LLP

1390 EAST BITTERS ROAD, SAN ANTONIO 78260

ATKGCPA.COM

INDUSTRY: ACCOUNTING

EMPLOYEES: 46

ATKG, LLP is a strength’s-based organization. Employee engagement at every level and ATKG’s commitment to its innovation initiative, which began



ATKG, LLP





several years ago, are top priorities. By training our team to understand their own natural strengths, how best to utilize them, and how best to partner with others by understanding and to value their strengths, our teams are more collaborative and open to one another's ideas. The result is a higher level of customer service to our clients. ATKG prides itself on its unique business model. Instead of being a high transaction-based accounting firm, we are selective regarding the number of clients we accept. We work predominately with high net worth individuals, their families, and closely-held businesses. We seek out top talent interested in spending more of their time consulting, advising, and creatively finding solutions to their client's unique needs. The result is our team is more challenged to grow their knowledge base and broaden their ability to think strategically. It also allows them to spend more time with their clients, resulting in a genuine relationship. Because we know our clients well, we can identify opportunities to enhance their prosperity while being mindful of mitigating potential risks they may not be aware of. ATKG has built a culture that empowers team members at every level to innovate the processes around them, share their voice regarding new ideas, and roll their sleeves up to play a part in the firm's success. When you place the power in the hands of your team, they take deeper ownership of everything they do.

#### WHY WE'RE SPECIAL

- Bucket List. Employees submit three wish list items they have always wanted to do but never thought they could. Partners pay for these dreams to come true. Randomly through the year, the decorated bucket comes out and a team members wish is selected.
- Walk About – Sabbaticals. A 5-year anniversary equals 2-4 weeks paid time off. The number of weeks off increases as the employee's tenure grows.
- Unlimited, self-managed PTO
- ATKG keeps beer on tap and wine chilled for impromptu happy hours in its Great Room. If

you hear laughter coming from there, you know it's time to shut down your computer and chill with your co-workers!

- Furry Friend Friday. Employee's bring their dog to work and everyone gets to love-on, talk to them in silly baby voices and, of course, toss balls down the hall for them to fetch.
- Firm traditions, such as tax deadline parties, went virtual during the pandemic. For the July 15th tax deadline, our virtual event had a Christmas in July theme. Complete with Hawaiian Santa shirts, Texas scratch-off cards, hot chocolate with Rum Chata, a reading of "Twas the Night Before Deadline", and the grand-finale of Jingle Bells song by all (video to prove it!).

## 5. StaffDNA

5810 TENNYSON PKWY., STE. 300, PLANO 75024

STAFFDNA.COM

INDUSTRY: STAFFING

EMPLOYEES: 21

Founded by staffing veterans, technology leaders and private investors, StaffDNA is a fast-growing healthcare staffing platform that gives healthcare professionals the freedom to find the jobs they want, while making it easier for healthcare facilities to manage their staffing needs more efficiently than ever before. Our corporate team has more than a decade of experience in recruiting, sales, compliance, housing, payroll and HR.

As a company, our No. 1 focus is creating a place where our employees enjoy coming to work and have



everything that they need to be happy, healthy and successful. We value personal and professional development for all employees through various initiatives (mentorship programs, lunch-and-learns, ongoing training, leadership opportunities and team building trips, etc.). We offer exciting company perks including a fully-equipped game room with ping pong, TVs and shuffleboard; state-of-the-art espresso machines; an in-office music sound system; standing desk options; early outs and beer cart Fridays; "Free Lunch Friday" each month with different themed cuisines; cash incentives; and VIP concert ticket giveaways.

#### WHY WE'RE SPECIAL

- Celebrating holidays throughout the year with fun events such as our annual Halloween costume contest, ugly holiday sweater day and Valentine's Day breakfast.
- Supporting local charity organizations and volunteering such as the North Texas Food Bank, helping the Frisco Family Services with their Thanksgiving meal boxes and more!
- Our entrepreneurial spirit with endless opportunities for career growth, collaboration and innovation.
- Open-Door Policy with all leadership including the CEO to share lively discussions, new ideas and creative solutions.
- New state-of-the-art mobile app for employees to easily manage their book of business from anywhere.
- Fun and unique team building activities such as Talent Shows, Secret Santa, sports watch parties and more.

## 6. LiquidAgents Healthcare

5810 TENNYSON PKWY., STE. 300, PLANO 75024

LIQUIDAGENTS.COM

INDUSTRY: HEALTHCARE – INSURANCE/SERVICES

EMPLOYEES: 80

LiquidAgents Healthcare, an award-winning healthcare staffing agency, provides clinical staffing solutions





Texas Tax Protest

to public and private health systems across the U.S. for travel nursing, travel allied and permanent placement. The company provides experienced healthcare professionals, staffing flexibility, industry-leading credentialing methods and dedicated customer support. Our employees value giving back to the local community, which is another significant part of our culture. As a company, we participate in a variety of volunteer programs throughout the year with the Ronald McDonald House of Dallas, Frisco Family Services, Texas Scottish Rite Hospital for Children, North Texas Food Bank and Susan G. Komen Foundation.

**WHY WE'RE SPECIAL**

- Fun social activities (i.e. Super Bowl watch party, concerts, local sporting games, Valentine's Day breakfast, happy hours, chili cookoff, Halloween costume contest and more).
- Volunteering and working with local charities to give back to the community.
- Opportunities for leadership roles, ongoing training and career development.
- Free Lunch Friday when employees are treated to catered lunches with different themed cuisines each month.
- Amazing Annual Holiday Party Extravaganza held at exciting venues each year.
- Open-Door Policy with all leadership and weekly all-hands meeting with CEO to stay informed, share department updates and celebrate achievements together.

**7. Texas Tax Protest**

2911 TURTLE CREEK BLVD., #300, DALLAS 75219  
 TEXASTAXPROTEST.COM  
 INDUSTRY: REAL ESTATE  
 EMPLOYEES: 18

Texas Tax Protest is a residential and commercial property tax appeal company. We offer comprehensive representation and advisory services to individual and institutional investors in Texas. At Texas Tax Protest, we are always listening to our employees and making sure when a concern arises it is handled quickly. Every year, we have a company retreat where we breakdown our wins, losses, opportunities, and growth. We shut down the office for an entire week, to make sure every part of the company is heard and collectively we come together to improve the brand. This year, we brought in the chief customer experience advisor for Ritz Carlton to provide a "Memorable Customer Service" training session with our company. We also held our company retreat at the Ritz Carlton for each team member to also experience the service with the training we received.

Our employees are the heart of our brand and in order to provide the best service to our clients, we

must also do that for our team. We love our company's open door policy. From the CEO to the sales associates there is an open door policy for team members to be able to reach and speak with upper-manager team members and the owner of the company.

**WHY WE'RE SPECIAL**

- We love our team events! Every year, TTP makes sure to treat employees to team events such as a private suite for an NBA or NFL game, high-end dinners at restaurants, and spa days at the Ritz Carlton.
- Culture drives our work ethic! It truly starts from the top with our fearless leader, Nick Olenec. He is passionate about what we do and that is felt by every employee on this team. We encourage each other and always ready to jump in and help.
- Flexible work schedule.
- Upper management is always open to ideas to improve the office and experience for the team.

**8. 5**

4545 FULLER DRIVE, SUITE 412, IRVING 75038  
 ENERGYBY5.COM/HOME  
 INDUSTRY: ENERGY  
 EMPLOYEES: 45

5 is a team of energy innovators, commodity traders, analysts, engineers and former energy supplier executives working together to serve a broad array of private and public sector clients throughout the







HRNCIR Construction

United States and Mexico. Our firm provides strategic advice on energy-related matters including procurement, rate optimization, risk management, demand-side management, renewable power, sustainability and distributed generation. 5 has grown both organically and through acquisitions.

5 is a best place to work because of the complete focus on our mission of “helping others.” This focus starts with the name of the company, 5, which is a tribute to a Level 5 Culture, one that does not compete with others in the market but instead competes with “what’s possible.”

The goal of the company is to leave a positive impact on all stakeholders (clients, employees, vendors, suppliers) through our focus on how we treat others and through the quality of our work product. From a macro perspective, we aim to change the way business is done by being intentional with every single aspect of our strategy, our communication, and our relationships.

#### WHY WE'RE SPECIAL

- Our culture is built to respect the free-will and capabilities of our team members by having an unlimited vacation policy and little to no rules around how or when the team completes their work.
- We aim to keep our team on their toes with regular “surprise and delight” gifts for the entire team along with individual gifts, notes and encouragement when needed for specific individuals.
- Each month, our president, Brian Hayduk, shares details about the business in a letter, good and bad, with the entire team as we aim to grow together.
- We have a kickoff call each morning (optional) that 50% of the staff attends called TMZ - everyone shares their one thing for the day and has to answer a “question of the day” so that we get to know one another better and have fun in the process.

## 9. HRNCIR Construction

3710 RAWLINS ST., STE. 850, DALLAS 75219

[HRNCIR-CONSTRUCTION.COM](http://HRNCIR-CONSTRUCTION.COM)

INDUSTRY: CONSTRUCTION

EMPLOYEES: 19

HRNCIR builds spaces for people. Combining enthusiastic leadership with a proactive and systematic approach, HRNCIR is built to lead complex projects with aggressive schedules. This would not be possible without a close knit and dedicated team of construction professionals who have organically developed a unique company culture. HRNCIR promises to put its employees first, so that they can put their all into their work – building successful projects, strengthening client relationships, and building their careers to provide a better life for their families. By putting our employee’s well-being above the bottom line, they treat our clients well and exceed expectations. Our success is based on keeping these promises.

#### WHY WE'RE SPECIAL

- We have established a qualified Profit Sharing distribution plan with a 6-year vesting period,

in addition to the company’s annual fiscal year-end bonuses provided to employees.

- We increased the percentage the company pays for employee’s health insurance premiums from 86% to 90% and for spouse/family premiums, increased the company’s share from 35% to 40%.
- One of the programs implemented this past year was to structure five separate employee-run committees comprised of groups 5-6 employees each.
- We pay for superintendent lunches every other Friday where all employees are strongly encouraged to attend.
- We have provided up to \$5,000 for the repayment of student loans for employees.

## 10. Frogslayer

909 SOUTHWEST PKWY. E.,

COLLEGE STATION 77840

[FROGSLAYER.COM](http://FROGSLAYER.COM)

INDUSTRY: TECHNOLOGY

EMPLOYEES: 48

Frogslayer is a custom software development and digital innovation firm. Clients partner with Frogslayer to rapidly build, launch, and scale forward-leaping, industry-shattering software products and digital platforms that create new revenue streams and sources of competitive advantage.

We’ve made a conscious effort to build our culture on town complementary tenets – freedom and responsibility. We are deliberate about giving every employee (1) full autonomy over their job, (2) personalized goals, and (3) opportunities to go outside of their comfort zone, learn, grow and take on more responsibility. We empower our employees to



Frogslayer

work directly with clients, organize themselves into teams, and use their best judgment to make technical decisions. Employees are 100% in charge of when and where they work, and we offer unlimited paid time off as long as the work is getting done.

#### WHY WE'RE SPECIAL

- **Autonomy.** By empowering our people to work directly with clients, organizing themselves into teams as they see fit, and using their best judgment to make all technical decisions each day, we grant them responsibility and autonomy over their work.
- **Opportunities to grow.** Frogslayer offers many opportunities for professional development such as paid conferences, training courses, career planning, and one-on-one coaching from the CEO and execs.
- **Social & Community Impact Committee.** Impact Committee is an internal, employee led community that strives to provide opportunity for our employees to participate in philanthropic, social, and wellness events within our community.
- **Community sports.** Frogslayer sponsors company sports teams (softball and volleyball) and covers 100% of registration and equipment fees.
- **DEI Council.** The council is a volunteer led group that explores, educates, addresses, and responds in order to create an exclusive, equitable culture.

## 11. Headspring

5114 BALCONES WOODS DRIVE, STE. 307-211,  
AUSTIN 78759  
HEADSPRING.COM  
INDUSTRY: TECHNOLOGY  
EMPLOYEES: 65

We believe there's a better way to build software, to work with clients and to do business, and we believe that it all starts with people. We're motivated daily to create a real impact in the world that enable our employees, clients, and community to achieve beyond their perceived potential. We put people first, knowing that if we take care of our people, they'll do great work for our customers.

#### WHY WE'RE SPECIAL

- A people first environment
- Flexibility to work from anywhere
- Access to premium, low cost benefits
- Manager forums and leadership development training programs

- Yoga and Wellness Program through Isha Foundation
- Strong EAP programs, regardless of where you live

## 12. Morrow Hill

14800 QUORUM DRIVE, SUITE 330, DALLAS 75254  
MORROWHILL.COM  
INDUSTRY: REAL ESTATE  
EMPLOYEES: 34

Morrow Hill works with the largest corporate and franchise companies in the world. We are the premier firm to both exclusively represent tenants in lease negotiations and offer our clients a single point of contact. With multiple teams throughout the company, we set the standard in office, retail, industrial and franchise leasing. Our team works hard and is highly successful because we function as a true team. We have several layers of support for each client so each broker is able to treat each client as if they are our most important one. We are highly collaborative and everyone is always willing to jump in and help on anyone's account. Because most of our employees have been here 10 years or more, there is a family feeling in the office and it's a relaxed, happy environment.

While we are professional, we are not formal and people truly enjoy coming in to work. We have a keg and it's not uncommon to have a happy hour on Friday afternoons. The company provides Uber rides home for anyone who feels they shouldn't drive. Our president, Chris, often spontaneously emails out a trivia question and has cash on his desk for the first person to respond correctly. We celebrate each others successes and champion each other through our challenges. There are many advantages to having a small team of long-time employees, and we believe that closeness strengthens all of us.

#### WHY WE'RE SPECIAL

- There is opportunity for new ideas, new endeavors and taking chances. Leadership is very open to trying new things and encouraging employees who do so.
- There is a lot of feedback and mentoring. You always know where you stand and feel supported.
- Monthly catered lunches.
- We are extremely technology driven and have access to the best AI, research and proprietary programs in the industry.
- Company sponsored outings such as dove hunting, golf tournaments and themed parties.

## 13. Pegasus Technology Solutions

2611 INTERNET BLVD., SUITE 115, FRISCO 75034  
PEGASUSTECHSOLUTIONS.COM  
INDUSTRY: TECHNOLOGY  
EMPLOYEES: 31

Pegasus Technology Solutions provides Enterprise IT experiences for every company through Managed IT Services, Professional Services, and IT Integration. We value people and emphasize relationships while solving business challenges through technology.

We affectionately refer to ourselves as the Pegasus Family, but it's honestly our culture and care for our people that makes our organization great. From career development to culture development, every decision we make as a company has our people first. We come together to celebrate each other or to support each other. We live by our mantra, "Culture Over Growth," meaning we place more emphasis on our culture and our people through living out our core values rather than solely being growth focused. If we get it right with our people, the growth will inevitably come.

We celebrate success at Pegasus, from pop-up happy hours, to group dinners and "Ring the Bell" emails, to company-wide sales incentive trips to Mexico. We listen to the feedback we receive from anonymous employee surveys to constantly grow as a team. The leadership team meets weekly and begins every meeting with a culture update from each department. Culture is the most important thing to us.

#### WHY WE'RE SPECIAL

- Our family culture extends to a team member's spouse and children. We include significant others in as many events and gatherings as possible because we believe that they indirectly contribute to the success of the company, as well.
- Our company came together during the global pandemic in 2020, rather than drifted apart with the shift to virtual and quarantines. Employees appreciated that we did not lay off or furlough anyone, and leadership maintained fully open communication.
- Weekly breakfasts team-wide every Friday and monthly internal happy hour events to provide time for morale. In quarantine, we hosted these virtually and tried to maintain as much normalcy as possible!
- Our Thumbs Up recognition fosters cross-departmental on the spot recognition. After five nominations (stickers on your card), a gift card is awarded.



- We have a grill and cooktop available for employee use. If all metrics are hit by our Network Operations Center team, the company buys them groceries and they make an event out of grilling in the parking lot!

## 14. Scribe Media

507 CALLES ST. #107, AUSTIN 78702

SCRIBEMEDIA.COM

INDUSTRY: PUBLISHING/PRINTING

EMPLOYEES: 72

Scribe Media's mission is to help everyone on earth write, publish and market their book. We have multiple ways we help people do this, including giving away all our information for free to people who can't afford our services. We care that deeply.

At its core, our culture is about our actions, towards each other and in work. We call ourselves a "Tribe" because we're united by a mission that we actually believe in (not just one we hang on the wall). We take culture so seriously that we hire for culture fit first, skill set second, and codified our values in a publicly shared document we use daily to hold ourselves and each other accountable. Only six years old, Scribe re-envisioned not only how to write and publish books, but also how a workplace operates.

### WHY WE'RE SPECIAL

- Encourages tribe members to bring their whole selves to work, and not forced to leave their personal lives at the office door.
- Work from home, work while you travel, or make your own hours.
- 34+ days of PTO per year.
- We allocate 25% of all profit to the tribe for profit sharing.
- Tribe Emergency Fund. \$1,500 no-questions-asked, interest-free loan for tribe members in financial distress.
- Whole Self Program. Accountability and mentoring program for holistic growth.

## 15. Lloyd Gosselink Rochelle and Townsend, P.C.

816 CONGRESS AVE., #1900, AUSTIN 78701

LGLAWFIRM.COM

INDUSTRY: LEGAL

EMPLOYEES: 65

Lloyd Gosselink takes pride in being among the top

tier of Texas law firms in our areas of practice for more than 35 years. We recognize that our success depends on working together to meet the needs and expectations of our clients. We strive to maintain a culture that emphasizes respect, civility and camaraderie, along with promoting a positive and inclusive work environment. We are a team that motivates, challenges, and supports each other. The hard work of our employees does not go unnoticed. We encourage, recognize, and reward initiative and creativity. We celebrate everyone's successes, educational and professional achievements by announcing these milestones to everyone and show gratitude by either increasing their vacation time, individualized gifts, bonuses, or hosting a happy hour or dinner in their honor. We have a strong tradition of maintaining a proper work/life balance, and we encourage employees to interact with our families, each other, and our clients.

### WHY WE'RE SPECIAL

- Various opportunities for community involvement.
- Continue to pay 100% for employee downtown parking.
- Provide a great work from home experience. We've given employees a free laptop and docking station for their home and office, along with other equipment and flexibility to take care of our needs during COVID.
- Paid half-day for holiday shopping.
- Close office early before holidays or when there are events downtown that make it harder to leave during rush hour.
- Meal on Wheels. For over a decade we have been part of delivering food every Thursday.

## 16. Beard Harris

12221 MERIT DRIVE, SUITE 750, DALLAS 75251

BH-CO.COM

INDUSTRY: FINANCIAL SERVICES - OTHER

EMPLOYEES: 65

Beard Harris is a Certified Public Accounting and Integrated Wealth Management Firm providing proactive tax, accounting, and business consulting services, as well as independent, fee-only financial planning and wealth management solutions. We offer clients a deep understanding of the complex tax regulations and a unique perspective on the behavior of capital markets, and their associated financial risks. Beard Harris & Co., P.C. and Beard Harris Wealth Management, Inc. are affiliates who operate

under the enterprise name of Beard Harris. The Certified Public Accounting and Integrated Wealth Management firms are completely independent of one another; yet operate in a collaborative team environment. While our clients are in no way required to use both firms, many value the simplicity of working with a single enterprise. We believe that all facets of financial life are best served when viewed comprehensively and with the desired outcome of a fully coordinated solution.

### WHY WE'RE SPECIAL

- Tax season chair massages.
- Three Random Questions - weekly video series where we get to know more about our team.
- The firm provides gift cards to employee spouses thanking them for their support during busy season.
- The last Friday of each month we get to wear jeans and the first Monday of each month we celebrate birthdays.
- Beard Harris Bravos: our 360-degree recognition makes teamwork visible to everyone, empowering our team to show their appreciation for each other, build stronger working relationships, and feel a sense of belonging.

## 17. Gravity Lending

3432 GREYSTONE DR., STE. 200, AUSTIN 78731

GRAVITYLENDING.COM

INDUSTRY: FINANCIAL SERVICES - OTHER

EMPLOYEES: 48

We are a fintech company with over 100 years of financial services experience focused on offering a vast array of consumer lending products. Gravity Lending connects you to the lowest cost loans for all of your lending needs. We find the best rates, terms, and conditions so that you get quick access to the money you deserve. We currently have the highest reviews in our segment and are one of the only companies in that segment that does not charge our customers a fee for our services.

At Gravity Lending, we go above and beyond to provide the best experience, not only for the customers, but also for our employees.

### WHY WE'RE SPECIAL

- CEO is always available and regularly interacts with employees at all levels.
- Generous incentives
- Work from home options
- Financial health meetings

- The company has gone to about 50% work from home, and those of us that are in the office practice social distancing and wear masks as needed. We are very spread out so no one is within 10 feet of anyone else (I realize 6 is the rule, but we take additional precautions).
- We stopped allowing clients to drop off paperwork in the building. Instead we provide them with a pre-paid shipping label or will have someone meet them outside the building if the proper precautions are taken.

## 18. The Onsi Group

110 BROADWAY ST., SUITE 690,

SAN ANTONIO 78205

ONSIGROUP.COM

INDUSTRY: SERVICES – OTHER

EMPLOYEES: 17

The Onsi Group is a Native American, and woman-founded organization that provides recordkeeping, audit, educational and consulting services to government contractors and is a leading expert in

fringe benefit administration of Service Contract Act (SCA), Davis-Bacon Act (DBA) and Collective Bargaining Agreement (CBA) covered contracts. The positive, inclusive, innovative and strength utilizing culture of the Onsi Group is one-of-a-kind and lends itself to the close-knit and servant-leader attitudes of its staff. Self-development and professional growth are at the core of the employee experience that makes The Onsi Group one of the best places to work.

### WHY WE'RE SPECIAL

- The company provides a positive work environment and company culture that focuses on growth and development.
- We enjoy the company benefits that are provided but also the care that is taken when selecting benefit packages to make sure they are the best value for the employees.
- 1-on-1 with communications specialist to help develop personal and professional skills.
- Office snack bar with offerings suggested by employees. Gives cheaper and healthy options compared to building vending machine.
- Community enrichment opportunities.

## 19. Imperative Information Group, Inc.

1550 WEST BERRY STREET, FORT WORTH 76110

IMPERATIVEINFO.COM

INDUSTRY: SERVICES – OTHER

EMPLOYEES: 15

Imperative is a background investigations company serving risk-averse employers. We hire great people and bend over backwards to help them succeed professionally and personally. We have intentionally kept our job qualifications minimal, not expressing preferences for college degrees, experience, or other credentials. Our experience is that behavior, values, and cognitive ability are far greater predictors of success than the opportunities that someone's background may or may not have afforded them. Our experience has shown that recent pizza-delivery drivers with no college are just as likely to be great analysts as individuals with college or master's degrees.

For a firm its size, Imperative offers generous PTO, time-off for volunteer activities, a good benefits package, team-building lunches, cross-training opportunities, a transparent pay structure, and other perks. But



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Imperative's secret sauce is the firm's collaborate culture, consistent performance feedback, and adherence to their core values.

#### WHY WE'RE SPECIAL

- The company offers a lot of cross-training opportunities, giving employees the ability to grow their skills and income.
- We order lunch each month (at the company's expense) and we shut the entire office down so that we can enjoy one another's company (currently virtually) – but participation is voluntary and never coerced.
- In addition to our regular PTO schedule, we offer each employee 24 hours of service-oriented PTO to do volunteer work, including chaperoning their kids' school trips.
- Employer-paid self defense classes for all who are interested.
- We offer flex-time so that employees can take time off to attend kids' school functions or attend to other personal matters. In order to avoid using PTO, employees can often work weekends or evenings to make up their time.

## 20. Clear Guidance Partners

10711 BURNET RD., SUITE 240, AUSTIN 78758

CLEAR-GUIDANCE.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 15

We provide technology services, operations and strategy for SMBs and mid-market companies. Our professionals have deep industry expertise and the experience to effect meaningful change in organizations using technology. Our team of engineers can provide architecture, implementation and service where needed. They additionally offer detailed services for law firms, engineering firms and manufacturing/construction.

One of the big cornerstones at CGP is being a great place to work. This goes not just for people who are buddies with the CEO, or who are in the right clique, but for everyone who works here.

## 21. The HT Group

P.O. BOX 1328, ORANGE 77631

THEHTGROUP.COM

INDUSTRY: STAFFING

EMPLOYEES: 29

The HT Group is a comprehensive management

consulting, staffing, and recruiting agency in Austin. We have subject matter experts to solve critical business issues through deliverable-based project services. Our Staffing Group provides award-winning services for a variety of industries like customer service, accounting, warehouse and more. HT Group executive recruiters offer executive search and placement services for a variety of industries, and our Austin IT recruiting group excels at finding top technical talent fast.

Caring about employees is our top priority and employees are sent encouraging words such as these from Chad Macy, the president of The HT Group, during the pandemic: "I highly recommend each of you getting out of the house each day to get some sunshine and a change of scenery. We will make it through this!" "So proud of all of your efforts and results during this time," and "call me anytime. I'm always here, and if I'm in a meeting I'll get right back to you."

#### WHY WE'RE SPECIAL

- Extra day of PTO for birthday
- Provides social events

## 22. Rosenblatt Law Firm

16731 HUEBNER RD., SAN ANTONIO 78248

ROSENBLATTLAWFIRM.COM

INDUSTRY: LEGAL

EMPLOYEES: 21

We are a mid-size law firm with a caring management team that caters to each employee's individual needs while providing outstanding service to our clients. Each member of the staff feels they are as important as the next one. Rosenblatt Law Firm is an organization who truly cares for each member and treats them as family.

#### WHY WE'RE SPECIAL

- Friday Wine Time
- Work/family flexibility
- Good benefits
- Monthly themed cook-offs
- Get to know you co-worker, monthly coffee breaks with a different co-worker and a list of questions to ask
- Annual Halloween party

## 23. The Steam Team

1904 W KOENIG LANE, AUSTIN 78756

THESTEAMTEAM.COM

INDUSTRY: SERVICES – OTHER

EMPLOYEES: 78

The Steam Team is a family owned company that has blossomed over the years. The company has added additional services and really pushed to get more employees into a leadership role as we grew. The personal growth for employees is important to the management team. Hiring for positions within the company not only helps the morale, but it shows that we believe in each and every employee. Even as an emergency service company, we want a great work life balance for all employees. Allowing the employee a chance to get off early to handle personal errands or sometimes closing the office early on a Friday is a great perk for the employees so they can start their weekend early.

#### WHY WE'RE SPECIAL

- We listen to the employees' suggestions and change to improve the company.
- We hire with care, and we care about each employee like we would our own family.
- From birthdays to anniversaries, we love to celebrate with our employees.
- We love to come together to help others in need. From Austin Pets Alive, Safe Austin and Eanes Education Foundation. It's a part of our company culture.
- Who doesn't love free food! We have free lunches and once a month we have a free breakfast buffet for all employees.
- Continuing education courses paid by the company to help employees grow.

## 24. One Technologies, LLC

8144 WALNUT HILL LANE, SUITE 600,

DALLAS 75231

ONETECHNOLOGIES.NET

INDUSTRY: SERVICES – OTHER

EMPLOYEES: 97

One Technologies, LLC, is a financial technology firm and leading provider of online services and products in the direct-to-consumer credit information sector. OT harnesses the power of technology, digital marketing, analytics and a strong culture to create and deliver solutions through platforms such as ScoreSense®, which empowers consumers to make more informed decisions about their financial lives. The culture at OT is unique and has been the core of how we work and grow together as a team. Our culture is influenced by the core values OT has instilled. Every day, team members impact and contribute to the culture and it's this positive contribu-

tion that supports the culture and OT's values. The values are centered around seven principles: Think Team; Celebrate Diversity & Inclusion; Stay Curious; Results Driven; Customer Obsession; Think Big; Entrepreneurial Mindset.

Don't underestimate this team! They are scrappy, diverse and always ready to try something new or different to have fun and celebrate each others company. Humbleness, humor and being open-minded are the keys to enjoying life at One Technologies!

#### WHY WE'RE SPECIAL

- Maintain a culture that is diverse, feels like family, and is casual.
- Consistent employee engagement with celebrations, online activities and gifts to recognize employees for a variety of reasons, work or personal.
- Adaptability, flexibility and work life balance to external influences that impact an employee's well-being throughout 2020.
- Two week holiday companywide closure, in addition to PTO already provided.
- OT University- monthly sessions hosted by departments presenting work that is occurring

within their teams and/or defining business methods and concepts for others in the company that don't have the same insight or experience with it.

- Project completion celebrations highlighting growth within the company or challenges we've encountered that have finally been conquered.

## 25. Patterson & Associates Insurance Agency, Inc.

2435 N. CENTRAL EXPRESSWAY, SUITE 1600,  
RICHARDSON 75080

PIAINSURE.COM

INDUSTRY: INSURANCE AGENCY

EMPLOYEES: 36

Over the 37 year history, we have built an organization of some of the top professionals in the insurance business who go above and beyond to help our clients and each other, our co-workers. We have a culture that encourages teamwork and celebrate with our coworkers when we accomplish a goal. Because of our culture

of helping our clients and our coworkers, we have enjoyed quite a bit of success over the years, and because of this we offer a full range of employee benefits including a 401(k) with an employer match, profit sharing, health insurance, life insurance, disability insurance, dental and vision insurance and cancer insurance. We also offer flex time to our staff and the ability to work remotely during the week. At the core, though, we emphasize to everyone that is a part of the organization how important they are to the success of our firm.

#### WHY WE'RE SPECIAL

- Profit sharing and flex time and an occasional bonus throughout the year
- Happy hours and events are hosted throughout the year
- The firm encourages and pays for employees to pursue professional development and professional designations
- Massages are provided a couple of times during the year
- Occasional catered lunch or dinner, along with a monthly birthday/anniversary party
- Quarterly charity volunteer opportunities



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## 26. Q1Media

8240 N MOPAC EXPY., SUITE 250, AUSTIN 78759

Q1MEDIA.COM

INDUSTRY: ADVERTISING/PR/MARKETING

EMPLOYEES: 42

Q1Media is a digital media services company whose mission is to deliver world-class media services and campaign execution to our agency and brand partners. Since 2004, we've strived to put together a winning team of smart, fun, enthusiastic, and wonderful people, who together create a culture of teamwork, inclusion, and camaraderie. When we work together and do our best, our clients and partners reap the rewards in return. We all win when we work toward the same goal. We are always listening to feedback from employees, and adapting our processes and procedures as a result. Since we are a small company, we have the ability to be nimble and adapt quickly. We work hard for our clients and for our teammates every day, and we are rewarded for that hard work. Although most of our interactions are virtual nowadays, our culture has remained strong, which is a true testament to the amazing people that make Q1Media.

### WHY WE'RE SPECIAL

- Flexibility. Between a holiday calendar with more than 19 days, a PTO policy that starts with 20 days, remote work plus an office to go to if needed, our team has the flexibility they need to create a strong work-life integration.
- Communication. We try to be as open and transparent as possible, no matter the situation. A quarterly All Hands Meeting lets everyone know what's going on within the company. We encourage open lines of communication between all employees.
- Care. Q1Media is a family. Each person here matters. We celebrate the highs and help each other through the lows. We encourage each other. We respect each other.
- Maternity/Paternity/Adoption Leave. We offer leave of varying times for both Mom and Dad to care for their little bundles of joy, including adoptive parents. There are also flexible schedules once the new parents return to work.
- Fit Perk. We cover 50% up to \$50 per month for any fitness-related activity, such as gym membership fees, race entries, yoga/cycle/pilates/classes, and/or any other activity that promotes a healthy lifestyle.

- Service Awards. In addition to a beautiful crystal award, employees who reach 5 and 10 years of service are given \$2,500 bonuses to celebrate their tenure.

## 27. Furlane

7000 N. MOPAC EXPRESSWAY, 2ND FLOOR,

AUSTIN 78731

FOURLANE.COM

INDUSTRY: ACCOUNTING

EMPLOYEES: 51

A top-notch consulting firm, Furlane is proud to be the #1 Elite QuickBooks Solution Provider and Top Reseller. Furlane has helped thousands of clients with their financial systems, accounting software, and ERP system challenges. We've been the #1 QuickBooks Solution Provider for 10 years straight!

We love to educate our clients and set them up for success with our outstanding sales and services teams. Our Ops team holds us all together and helps to get things done. Furlane is unmatched in terms of our employees. They show up each day with a full tank of gas and not only encourage our clients, but each other. All of our team members have a ready to jump in mentality and love a challenge. Furlane doesn't just continue to learn, we do it better with constantly learning new tips and tricks while staying on top of any new technology and apps. We are collaborative and use each other to the fullest potential to make ourselves and our clients successful through authentic communication and connection. We have great benefits, culture and employees who make us the best.

### WHY WE'RE SPECIAL

- Helps cover gym membership fees
- Invests in personal development
- Birthday recognition
- Annual company retreat, in person
- Give back days. Option to volunteer two days a year to give back to community.
- Virtual happy hours for added engagement among a remote team

## 28. Tomorrow Energy

3151 BRIARPARK DR., STE. 100, HOUSTON 77042

TOMORROWENERGY.COM

INDUSTRY: UTILITIES

EMPLOYEES: 35

Tomorrow Energy is a growing company that aims to create a positive impact in the world by giving

customers more clean energy choices. The company implemented a comprehensive transition plan that has completely remade the business, including a move of the business to Houston in 2017, a hiring of a new team of industry veterans, and a significant shift in business strategy that resulted in a new culture and rebranding. The company built a new organization with a 100% focus on renewable energy helping the environment. We not only totally rebranded the products, we also transformed the company culture, values, and ethics. We offer a flexible paid time off policy, meaning employees are not capped to the number of days they can take off during the year. We know that life happens and that people need time for vacations, running errands, taking care of family, etc. We have a relaxed, open, and transparent culture.

### WHY WE'RE SPECIAL

- Our employees have the flexibility to work from home or anywhere for that matter.
- Our culture as demonstrated by our consistently high engagement scores and being named a Houston Business Journal Best Places to Work Finalist in 2019.
- Unlimited healthy snacks
- Breakfast on Fridays

## 29. Texas Medical Legal Consultants

13409 NW MILITARY HWY., SUITE 200,

SAN ANTONIO 78231

TXMLC.COM

INDUSTRY: LEGAL

EMPLOYEES: 20

Texas Medical Legal Consultants (TxMLC) is dedicated to the happiness and well-being of its employees. As the business expanded from its two owners in 2010 to now twenty employees in 2020, its growth philosophy was to take the best care of its employees so they could take the best care of its clients. TxMLC acknowledges that employee satisfaction directly impacts productivity, which is ultimately reflected in profitability. Work-life balance and flexibility matter to the employees so it has become a priority for the executive team. TxMLC truly commits to being an extension of each employee's family because without the sum of its parts, there is no whole.

Additionally, our business straddles two industries that tend to be overworked with very little value on work life balance – medical and legal. Most of our staff consists of medical professionals or paralegals so the transition into the business sector offers

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At Patterson & Associates, we are committed to the professional development of all who are a part of our organization and giving back to our community. It is who we are! Recognition as a “Best Places To Work” in no way is an accident but is recognition of an intentional group of the finest individuals who every day come to work and collaborate as a team to provide the highest standards of customer service to our clients. It is our DNA and being recognized as a great place to work is the highest compliment that can be given to the dedicated professionals that come to work every day to provide the highest professional standards of service to our clients and carrier partners!

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opportunities for upward mobility that are uncommon if not unheard of in the law firm or medical office setting. Our employees are encouraged to grow with the company and adapt their roles into the best fit if desired. Adequate financial compensation is highly valued at TxMLC. Our employees are compensated at above market rates in comparison to similar positions in medical or legal offices.

#### WHY WE'RE SPECIAL

- Flexible work schedule
- Direct access to owners/partners
- Competitive salary/bonuses

## 30. CAPSHER Technology

1604 CRESCENT POINTE PKWY.,

COLLEGE STATION 77845

CAPSHER.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 97

CAPSHER Technology is a small custom software company making big impacts. We take on clients and projects that will make real world differences lending a sense of purpose and importance to the work we do. Our small size ensures a tight knit community that is structured around care for our employees and our clients. CAPSHER strives to hire professionals with a personal sense of responsibility and drive to do the right thing themselves as well as hold us as a company accountable for doing the right thing. Integrity and accountability to our employees and company culture guide CAPSHER to remain true to its values, as well as produce superior results.

#### WHY WE'RE SPECIAL

- CAPSHER's commitment to care in and outside of the company by contributing to donation drives, fundraising, community events, and awareness campaigns.
- Our employees love our social activities on and off the clock. From company happy hours to board game groups and video game nights, CAPSHER creates community.
- CAPSHER organizes community sports teams.
- CAPSHER provides a catered "Birthday Lunch" monthly to all employees to recognize the month's birthdays.
- We have monthly Lunch-N-Learns for all employees to provide free workshops and trainings on a variety of soft and technical skills.

## 31. Sol Schwartz & Associates

8000 I-10 WEST, SUITE 1100, SAN ANTONIO 78230

SSACPA.COM

INDUSTRY: ACCOUNTING

EMPLOYEES: 58

Our firm was founded 40 years ago, in 1980. Growing and thriving for four decades says a lot about the quality of the work, and the fact that many of our staff have been with us for 20 or 30 years or more says a lot about the work environment. Yes, the work can be demanding as it is for all accounting firms. But the teamwork evident during busy seasons and quieter periods alike is refreshing. You just don't see people saying "that's not my job." Instead, the prevalent attitude is, "What can I do to help?" and "We're all in this together." It all revolves around the firm recognizing that people need to feel appreciated, and that their lives are complicated by family matters and countless other factors. They provide opportunities. No matter what level at which they enter the firm, they have unlimited opportunity to grow their careers.

Our mentor program is a prime example of this culture at work, with our more junior staff assigned a mentor who offers them career guidance and coaching on a one-to-one basis. One of our most recently named shareholders in the firm, for example, started with us as an intern. From that humble beginning he is now a shareholder in the firm thanks to the combination of his hard work and the firm coaching him and encouraging his continued growth in the profession.

#### WHY WE'RE SPECIAL

- The accounting profession can be intense and demanding at times, with busy tax seasons that require extended overtime to get the job done. But the firm works hard to ensure employees are able to recharge.
- People enjoy working here partly because from the top to the bottom, the firm is encouraging
- People are recognized for their work and positive attitude.

## 32. Accuver Americas, Inc.

500 N CENTRAL EXPY., STE. 210, PLANO 75074

ACCUVER.COM

INDUSTRY: TELECOMMUNICATIONS

EMPLOYEES: 21

Accuver delivers comprehensive wireless testing and

measurement solutions for LTE and IoT network operators, infrastructure vendors, and device and chipset manufacturers. A wholly-owned subsidiary of Innwireless, Accuver strives to help its customers—and theirs—be the first to reach new frontiers of performance, innovation, value and trust.

We provide an opportunity and environment for our employees to always learn the latest Wireless Technologies, and support to produce the best possible results in a flexible structure. In addition, we value the balance of work-life, and we provide various health/wealth benefit program through a 3rd party company.

#### WHY WE'RE SPECIAL

- Health, dental and vision insurance for employee and their dependents.
- Teambuilding activities and Christmas party with family.
- Annual bonus/incentive and company holiday from December 26 to 31.
- Table tennis and Xbox games.
- Complimentary snacks, drinks and coffee.
- Training, business trips and meetings at headquarters in Korea and other global subsidiaries in Hong Kong, Japan, UK, and Poland.

## 33. Omega Builders

7353 W ADAMS AVE., TEMPLE 76502

OMEGABUILDERS.COM

INDUSTRY: CONSTRUCTION

EMPLOYEES: 40

Omega Builders is a regional home builder specializing in high quality affordable homes in premier master planned communities. In 2019, Omega celebrated 50 years of continuous operations and won the Grand Award for mid-size volume builders by the Texas Association of Builders, an incredible achievement to honor their award-winning legacy! The team at Omega values the company's commitment to the communities in which they live and work, continuous improvement of their homes and processes, competitive pay and benefits, opportunities to advance, and truly unique culture created from having one of the most humble, down-to-earth, friendly, caring, supportive, proactive, and inspiring presidents around. Omega's open door policy allows any employee to meet with leadership.

#### WHY WE'RE SPECIAL

- We offer a 10% discount on a brand new Omega home after 90 days with the company. Employees stand behind our homes and often

buy their next home with Omega. Over 35% of our team are Omega homeowners and 22% own Omega investment homes.

- Omega has a highly competitive pay and benefit package, on par with larger employers in our area and above what employees expect from a smaller company. Our employees love having the assurance that comes from knowing they are covered.
- Free tickets to community events, volunteering during work hours.
- Golf tournaments, skeet shoots, team day trips, fishing, hunting
- Company shirts, gifts and goodies! Team building activities!

## 34. CrateBind LLC

6125 LUTHER LANE, #435, DALLAS 75225

CRATEBIND.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 27

CrateBind is a Dallas-based digital product agency that partners with companies to build smart, sim-

ple, beautiful technology. From web apps to mobile apps, we strategically design and develop custom software. Our team fosters a collaborative, innovative culture where technology, creativity and strategy connect to make clients successful. Our people are what make CrateBind products great and we're honored to work with a team that is kind, driven by excellence and committed to a culture where we make our clients the hero with each product we ship. We have an open and honest culture of feedback at CrateBind. If an employee has a concern or idea, they're encouraged to share it with leadership without fear of negative repercussions.

### WHY WE'RE SPECIAL

- CB has a kind, people first culture.
- Encourage and create opportunities for learning and growth! Whether it's a MasterClass membership or the ability to set aside time learning a new skill and acquiring a new certification, CB provides a way for that to happen.
- They provide the equipment needed to accomplish our jobs with excellence. This includes standing desks, monitors, MacBooks, licensing for art programs and software etc.

- Business Development Bonuses. We offer bonuses for employees who bring in new business. We want everyone to feel encouraged to be a part of the business development of CrateBind, and a referral bonus program helps create that kind of culture.

## 35. WPT Power Corporation

P.O. BOX 8148, WICHITA FALLS 76307

WPTPOWER.COM

INDUSTRY: MANUFACTURING

EMPLOYEES: 30

For almost three decades WPT Power has manufactured mechanical power transmission and winch products. Globally, our products are key components in industrial applications that are used to operate, control and transfer power and torque. WPT's commitment to foster a strong and positive workplace culture is primary and has lent to its success. Through trust, transparency, and collaboration it has experienced a lower turnover, established competitive benefits, and a high employee tenure rate.



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ENHANCE OUR IMPACT AND  
INSPIRE GROWTH**

**A CULTURE CENTERED ON  
COMMUNITY, INTEGRITY, AND  
ACCOUNTABILITY**



#### WHY WE'RE SPECIAL

- Flexibility in taking paid time off for out-of-work unplanned events.
- Great Paid Time Off program, along with the cash out option for up to 40 hours of unused time at year end.
- Levity in decision making without supervision.
- Raffle off a Varidesk stand up desk every quarter for employee office use.
- YMCA & Sams Club memberships.
- Luncheons and birthday celebrations.

## 36. WebCE, Inc.

12222 MERIT DRIVE, SUITE 500, DALLAS 75251

WEBCE.COM

INDUSTRY: E-LEARNING

EMPLOYEES: 88

WebCE has been an online education provider for over 22 years and prioritizes the “experience” for our customers and our employees. We are committed to continually improving our customer experience through ongoing product innovation and superior service and support. For our employees we encourage strong connections and collaboration across all levels of the company and offer many training and development opportunities to support their career growth.

WebCE puts emphasis on culture and invests in our people every day. We believe in supporting professionals as professionals. While we do this every day with our customers, we support our employees by offering leadership development and skills development at all levels. We encourage our employees to have strong connections within the company on a personal and professional level to create a unified, collaborative team.

#### WHY WE'RE SPECIAL

- Being professional without being stuffy. We embrace and encourage a loose dress code and flexibility in work environment because we ultimately get lots of things done and done well in that environment.
- Servicing the community through volunteer opportunities, either by going out and getting something done or donation efforts.
- All new employees participate in a “scavenger hunt” to meet the management team in a casual environment.
- LEAD (Leadership Exploration and Development) program for professional development.
- LinkedIn Learning for all employees.

## 37. MineralWare

777 TAYLOR ST., PI-A, FORT WORTH 76102

MINERALWARE.COM

INDUSTRY: TECHNOLOGY

EMPLOYEES: 25

MineralWare is a mineral management software company. Since our inception in 2014, we've worked to create an open, positive, results-driven, company culture in which each employee enjoys coming to work every day. We promote from within and view our employees as our greatest asset. Regular feedback meetings encourage openness and transparency, giving a platform to express opinions and ideas. Our newly-designed modern office space on the penthouse level of the Fort Worth Club offers several creative meeting spaces to facilitate collaboration and teamwork. Our casual dress code is an employee favorite, as well as the option to bring their dogs to work. Employees often eat lunch together in our open-concept kitchen complete with ample seating and multiple large TVs. Catered breakfast tacos are a Friday morning tradition. Our media room is used for taking breaks, relaxing, and watching sporting events. We've even had a “MineralWare Kids Movie Night” for our employees with young children. Our main employee gathering place is the upstairs lounge, complete with an Xbox, arcade games, couches, a beer keg, wine fridge, and two large TVs with surround sound. Employees can enjoy a round of Golden Tee and locally brewed beer that was voted on by the team. Monthly company happy hours are a time to celebrate achievements, and spin our “MineralWare of Fortune” for items such as tickets to Dickies Arena events, and company-paid lunch outings. Quarterly company events take place at venues such as Pinstripes, Top Golf, MUTTS, and Fort Worth Axe Factory. Employees are also encouraged to develop their own traditions, like our monthly ladies-only lunch, and Dungeons and Dragons game nights hosted by our software development team. We provide employer-paid top-tier medical, vision and dental coverage. We have a 401(k) plan and pay for employee's gym memberships, an onsite gym, company bikes with close access to the Trinity Trails, and free healthy snacks in the kitchen. We offer flexible work from home options, a generous results-oriented bonus plan, and utilize a corporate concierge service. We are incredibly proud of our employees, and the culture they create is what makes MineralWare the best place to work.

#### WHY WE'RE SPECIAL

- Generous bonus plan (for example last year we did a prorated 50% salary bonus after reaching a recurring revenue goal early).

- Flexible work schedule, Taco Fridays, bringing your dog to work, fun company events and happy hours, and other culture-building incentives.
- We offer a corporate concierge service that our employees can use to do anything from booking personal travel, research projects such as finding a new doctor, etc., and get discount tickets to local events.
- Supporting our local community is huge for us. We give each employee PTO to volunteer with any organization of their choosing, and also have employees vote on which organizations they want the company to support.
- Our employee health initiatives: gym membership reimbursements, on-site gym, company bikes, kitchen stocked with healthy organic snacks, and fun fitness/health competitions.

## 38. The Medicus Firm

3010 LYNDON B JOHNSON FWY., # 1300,

DALLAS 75234

THEMEDICUSFIRM.COM

INDUSTRY: STAFFING

EMPLOYEES: 73

The Medicus Firm places a high value on the recruitment and retention of excellent internal talent which translates into improved outcomes for clients. By providing a dynamic, enjoyable work environment and competitive compensation model, The Medicus Firm has successfully assembled one of the most tenured and accomplished physician recruiting teams in the nation.

#### WHY WE'RE SPECIAL

- Flexible hours
- Holiday celebrations and party/yearly kick off event
- Flex work environment (option to work onsite or remote)
- We give back and pick a charity for the year and volunteer
- Monthly contest with prizes
- President Club trip (all inclusive paid trip to Mexico + one)

## 39. Workforce Solutions of Central Texas

200 N. MAIN, BELTON 76513

HTTPS://WORKFORCESOLUTIONSCTX.COM/

INDUSTRY: GOVERNMENT

EMPLOYEES: 96

Workforce Solutions of Central Texas (WSCT) connects skilled job seekers with local job openings. We prepare job seekers with the necessary skills to compete for high-demand, high-wage jobs. Our employer services include employee recruitment and job matching, layoff assistance, wage data, and labor market information. Job seeker services include resume support, job search assistance, career guidance, and support for skills training, child care and transportation. Our community support efforts promote business expansion, job creation, and talent recruitment and retention. Our values-based culture empowers staff to make decisions that align with our defined values: Customer Focus, Accountability, Quality, Teamwork and Integrity. Our KUDOS and BRAGS program recognizes outstanding customer service through personal emails from leadership and inclusion in monthly Board and Newsletter publications.

**WHY WE'RE SPECIAL**

- Web-supported wellness events with individual and team competitions, nutrition and fitness advice, and a Healthy Eating Challenge with awards for teams and individuals.
- WSCT empowers staff through a values-based model. Staff make service decisions without supervisor approval if the decision aligns with

WSCT values: Customer Focus, Accountability, Quality, Teamwork, & Integrity.

- Release time to support community and civic activities such as food drives, Santa Pals, and Rotary Club and Association of the United States Army events.
- Our apprenticeship program links new and lesser tenured employees with subject matter experts, competency based training, journeymen (mentors) that include paid \$600 incentives at 5 competency intervals. The incentives are paid at 6 month intervals.
- WSCT uses results from staff surveys such as Best Companies as a method to improve the work site. From each discussion 3-5 annual improvements are identified.

keep the smaller business set up, we believe it's important that all of our employees feel important and valued. We often times talk with them individually to get their input on something, or to explain the behind the scenes reasoning for a decision made. When making a hire we express to each potential candidate that we're hiring for a long term position and not a 6-month position. We also are very vocal about the comradery of the office; we want personal friendships and discussions to happen. We encourage our team to take at least one week as a block of time off for vacation to clear their head from work and give undivided attention to their family.

**WHY WE'RE SPECIAL**

- We are flexible with personal or family issues, allowing for the employees to take care of home things so they're not distracted at work
- Provide good benefits
- Our Health Insurance is 100% funded for the employee and is a low deductible.
- We not only offer bonuses, we also offer 401(k) matching and profit sharing.
- Our emphasis on inter office comradery. It's important that our employees get along and respect each other and their work.

**40. Franz Architects**

4055 INTERNATIONAL PLAZA, SUITE 100,  
FORT WORTH 76109  
FRANZARCHITECTS.COM  
INDUSTRY: ARCHITECTURE  
EMPLOYEES: 16

We are a growing firm that has made it our goal to

**We're Honored to be Recognized**



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Texas Medical Legal Consultants, LLC was co-founded in 2010 to provide third-party administrative solutions to the challenges faced by busy healthcare and legal professionals who offer and need expert witness services. Our case management assistance improves the process for legal professionals in need of peer reviews, verbal or written reports, counter-affidavits, independent medical evaluations, and deposition or trial testimony. We work with over 300 medical experts in over sixty medical specialties across Texas.

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## 41. EBCO General Contractor

804 E 1ST ST., CAMERON 76520

EBCOGC.COM

INDUSTRY: CONSTRUCTION

EMPLOYEES: 68

EBCO is one of the top general contracting firms in Texas. As a company, EBCO is known for service excellence, specialized skills, and an outstanding safety record. EBCO's dedicated team members are what makes us special. They are always prepared to do whatever is required to assure all projects are not only completed on time and under budget every time, but that projects feel just a little different than any other construction project! Our employees are the backbone of The EBCO experience that our customers have come to enjoy! Our employees are supported well, recognized for their achievements, and their successes are celebrated throughout our organization.

### WHY WE'RE SPECIAL

- Provide many opportunities for personal and professional development.

- Provide a professional but relaxed work environment and atmosphere with outstanding camaraderie.
- Company lunch provided on the first Friday of each month.
- Breakfast Taco Fridays.

## 42. Intelligent Logistics

1100 E HOWARD LANE, STE. 500, AUSTIN, 78753

INLOGISTICS.COM

INDUSTRY: TRANSPORTATION

EMPLOYEES: 45

Intelligent Logistics has a positive work environment that is focused on our Happy Team! Over the last 18 years, we have created a happy work environment by being focused on what matters first, our team members. While we are focused on our strategic goals, we are also focused on our BHAG (Big Hairy Audacious Goal), which is to help end the cycle of poverty in our local community by giving back through company paid volunteer hours and profit sharing donations to local charities in the greater Austin area. We are connected as a company,

but also as a community, which really gives a sense of purpose to what we do each and every day. In fact, in 2019 we joined the Pledge 1% organization. This means that we have pledged to donate a minimum of 1% of profits and 1% of paid employee time to local non-profits who help make a difference in our local communities.

We offer generous paid time off, paid maternity, paid paternity, paid volunteer time, market competitive benefits (including some 100% paid benefits), fun company events, family outings, on-site training and development and having groceries brought in weekly is a huge plus! In the past, we have hosted an employee appreciation week that includes in-office massages, a carnival, food trucks, champagne toasts, a caricaturist, yoga classes, happy hour, office karaoke, smoothies and candy drops.

### WHY WE'RE SPECIAL

- Our leadership team considers our team and culture with each and every decision we make.
- When we say open door, we mean very open. Our team members know they can ask any question and they will get an honest answer. Feedback is encouraged, and goes both ways.



It's more than just adapting to your environment  
it's about creating a presence.

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[www.workforcesolutionsctx.com](http://www.workforcesolutionsctx.com)

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**4055 International Plaza  
Suite 100  
Fort Worth, TX 76109  
O: 817 737-9922**

**[WWW.FRANZARCHITECTS.COM](http://WWW.FRANZARCHITECTS.COM)**



- We try not to take ourselves too seriously. We host many fun activities throughout the year based around wellness, community and teamwork.
- We have a strong commitment to volunteerism and non-profit work supporting the local community. For each shipment we move, we place funds into an account for non-profit donation. Our team members can write a grant to request a donation be made.
- We have a learning and development team that will create training opportunities based on team members requests. It can be industry relevant or not. Our training team has even hosted an onsite cooking class!
- We have hosted an onsite yoga class training series. We had to pause due to the pandemic, but it was very relaxing to step away and relax. It was also a bonus that it focused on team wellness.

## 43. Providence Risk & Administrative Services

111 TOWER DRIVE, HILL COUNTRY VILLAGE 78232  
[HTTPS://WEB.PRISTX.COM/](https://web.pristx.com/)  
 INDUSTRY: THIRD PARTY ADMINISTRATOR  
 EMPLOYEES: 98

Providence was founded in 1996 to provide administrative services for companies that opt out of Texas Workers Comp and companies that self-fund their group health benefit program. Providence is a family owned company. Our owner knows each employee and cares for them as individuals. This is most evident during times like we've experienced in 2020 with the pandemic.

Providence's turnover rate is less than half of what is often experienced in this industry. By the end of 2020, Providence will have 825 years of in-house experience between 98 employees.

### WHY WE'RE SPECIAL

- Cares about our families by offering school supplies for school-age children, \$100 gift for employee's children graduating from high school/college, Thanksgiving hams, and an annual bonus based on profitability.
- Providence strives to keep employee-only medical coverage premiums low.
- Paid volunteer day off.
- 10 Year Travel Certificate.
- Wellness reimbursement program.

## 44. Crossmark Global Investments

15375 MEMORIAL DR., SUITE 200, HOUSTON 77079  
[WWW.CROSSMARKGLOBAL.COM/](http://WWW.CROSSMARKGLOBAL.COM/)  
 INDUSTRY: FINANCIAL SERVICES – OTHER  
 EMPLOYEES: 45

Crossmark Global Investments focuses on fostering a culture that guides the way their employees work and live. Values are an integral part of the culture both internally and externally, and the firm has been a part of the values-based investing movement since 1996. The firm's culture of serving others permeates throughout the organization, as employees are encouraged to make a difference in their communities and beyond. We have a laid-back culture that encourages fun, but at the same time, we have a high level of professionalism and respect around the office. Each employee is integral to what we do, and we run our firm as a family.

### WHY WE'RE SPECIAL

- Great work/life balance.
- Great employee benefits.
- Access to the leadership team/open door policy.
- Bi-annual philanthropy event sponsored by the firm, where all employees are encouraged to participate and serve in the community.
- We offer a donation match program to help invest and support the charities and organizations that our employees care about. We partner with Mission of Hope, Haiti for an annual week-long service trip in Haiti. Our employees have participated in both the Farm-to-Table and Blue to Block programs, helping to deliver Haitian grown crops and build homes for families.

## 45. Praxent

4330 GAINES RANCH LOOP, SUITE 230,  
 AUSTIN 78727  
[HTTPS://PRAXENT.COM/](https://praxent.com/)  
 INDUSTRY: SERVICES – OTHER  
 EMPLOYEES: 37

Praxent is a digital innovation agency. Our team of U.S.-based digital strategists, UX designers, and software developers works nationwide, converging at our home base in Austin. Our passion is to transform processes, enhance experiences, and empower people for service-based businesses that want to win. We help our clients unlock potential and fuel growth with effortless

user experiences and strategic technology tools.

We love our work, but it's not about us; it's about the people we empower. We're award-winning product managers, strategists, designers, and engineers all motivated by a challenge. Our approach helps us put our talents to work in service to our clients.

Praxent is driven by a set of CAN-DO core values that are tightly integrated into life at Praxent; Care Deeply, Always Deliver, Never Settle, Do it Together and Own the Outcome. We believe "fun" and "work" can be synonymous. The result? Our clients are happy because our employees are happy.

### WHY WE'RE SPECIAL

- Remote work
- Catered food/snacks and drinks
- CAN-DO attitude of everyone. It is nice to work with a team of people who are highly competent in their area of expertise and always willing to help you solve a challenge.
- Habitat For Humanity work days.
- Hackathons
- Company birthday party

## 46. Attorney Dean Boyd, PLLC

4423 SW 45TH, AMARILLO 79109  
[WWW.DEANBOYD.COM/](http://WWW.DEANBOYD.COM/)  
 INDUSTRY: LEGAL  
 EMPLOYEES: 32

Law firms are stressful. From seeing the catastrophic injuries our clients suffer, to negotiating with opposing counsel, there are countless events that happen daily that would make the most level-headed person go insane. At Attorney Dean Boyd's office, we recognize the struggle, and do everything in our power to accommodate our staff accordingly. We have an extremely generous pay scale and bonus structure, a benefits package that is second to none, and a PTO package that rewards tenure. We emphasize mental health and well-being by providing weekly yoga classes and gym memberships. We encourage our staff to prioritize family over work, and we keep the office fun with team builders, and the best Christmas party this side of the Mississippi! We provide an "open door" policy. They are able to communicate any need or provide any suggestion that they want. They can do this at anytime with any senior staff member. They feel heard.

### WHY WE'RE SPECIAL

- We care for the community and our team participates in multiple, charitable events that we

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- support. They also get one day per year with pay that they may volunteer at a charity of their choice.
- We provide advancement opportunities for every staff member. The overwhelming majority of our management team has been promoted from within, and most of our Legal Assistants were promoted from our Call Center.
  - Because our staff did such an amazing job during our 4 month Covid-19 quarantine, every employee that has been with the firm at least 1 year is allotted 1 week per month to work from home.
  - We promote a healthy lifestyle for our staff by providing fully paid gym memberships, and weekly yoga classes at the office. We also have a yearly 3 month weight loss contest with a \$1000 grand prize and many cash prizes during the contest.
  - We provide three company cars that rotate between the staff weekly with all fuel costs paid for by the firm. We also pay for all rideshares taken by the staff, regardless if they are on the clock or not.
  - We provide 529 college savings accounts for all employee's children under the age of 18 that we contribute \$1,000 at opening and \$500

per year of employment, thereafter. We pay 100% of the employee's health, dental, and life insurance benefit.

- We have two full-time office dogs to help with stress.

## 47. Capitol Home Health

9015 MOUNTAIN RIDGE DRIVE, SUITE 210,  
AUSTIN 78759  
CAPITOLHOMEHEALTHCARE.COM/  
INDUSTRY: HEALTHCARE – PROVIDER  
EMPLOYEES: 89

With offices in Austin, San Antonio and Marble Falls, Capitol Home Health is a family owned and operated agency that has been providing home health care in Central Texas since 2010. What makes Capitol a 'best' place to work is that we give back to our communities, and we support our staff in their professional and personal lives by showing our appreciation throughout the year while making sure employees enjoy coming to work!

### WHY WE'RE SPECIAL

- Monthly birthday recognition and workiversary celebrations that include luxurious gifts from vendors such as Tiffany's, Yeti and Mont Blanc!
- Provide generous participation prizes and cash to everyone who participates in company events.
- Employee appreciation week and holiday meals.
- Capitol has a Blessings Box that allows employees to suggest charitable opportunities for the company to donate to.
- Monthly contests such as door decorating, cook-offs, CHHazz (our mascot) photo contests where the winner(s) and sometimes participants win monetary prizes.
- Holiday activities such as company meals, Christmas tree decorating, door decorating contests, costume contest, food drive, toy donations and coat donations.
- We give excellent workiversary gifts and the amount is tied to tenure. However, when you hit 5 years, your workiversary gift is valued at \$1,000 to celebrate the big milestone!

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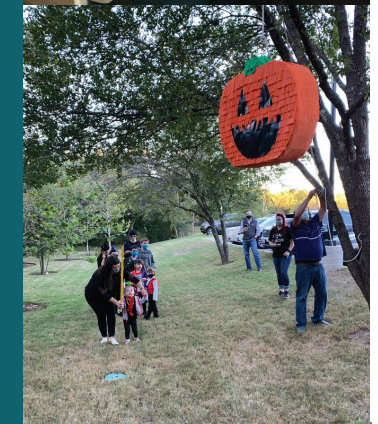
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