

LOS ANGELES BUSINESS JOURNAL

# BEST

Places to Work 2023

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# The Best Places to Work in Los Angeles 2023: Companies Where Angelenos Thrive on the Job

**T**he 17th annual “Best Places to Work in Los Angeles” awards celebration this year was hosted by the Los Angeles Business Journal at the Biltmore Los Angeles on Wednesday, August 9th from 6:00PM to 8:30PM.

As always, our annual list of 100 “Best Places to Work” companies comes from top local employers that participated in a detailed survey conducted by Best Companies Group. The survey ranks small, medium and large companies on subjects such as leadership, corporate culture, communications and much more.

The event saluted companies that, according to the people who work for them, are the most successful in business and in nurturing their own.

The special live event was sponsored by Diamond Sponsors D.Law and Marsh McLennan Agency. Thanks also go out to the event’s contributing Gold sponsors: Carparts.com, Clayco + Lamar Johnson Collaborative, Dermavant, GST, Hirsch Pipe & Supply, Horizon Media, Montage Insurance Solutions, Morley Builders, Penta Building Group, Pinner Construction, ProLogis, Veritiv, Weaver and West Monroe.



Together We’re Stronger

“Montage is proud to be a Diverse and Inclusive Small Business Insurance Brokerage in Los Angeles ...

Congratulations to everyone who made the list of Best Places to Work!”

*Danone Simpson,  
CEO  
Montage Insurance Solutions*



• Employee Benefits • Wellness Campaigns • Health Fairs • Human Resources Consulting • My HR Summit™ • Workers’ Compensation •  
• Property & Casualty • EPLI/ D&O • Claims Management & Loss Control •



# D.Law defends workers



Honored to be **#1** mid-size business



# The Methodology Behind How We Did It: How the List is Built

The Best Places to Work in Los Angeles is an annual celebration of elite employers who have proven that they know what it takes to create environments where people love to come to work. Identifying and recognizing these outstanding workplaces is a joint effort of The Los Angeles Business Journal and Best Companies Group.

The Best Places to Work in Los Angeles program was open to all publicly or privately held companies with at least 15 employees working in LA County. The workplace assessment and survey process was managed by Best Companies Group (BCG), Harrisburg, PA. BCG, an independent workplace excellence research firm, managed the registration process, conducted the surveys, evaluated the data and ultimately chose the firms good enough to make the list. BCG manages 39 similar programs in other cities, states and industries, as well as managing programs in Canada, Morocco and the UK.

Part one of the assessment (three-quarters of each company's score) involved a confidential 81 question Employee Engagement & Satisfaction Survey (EES) which was used to evaluate the employees' workplace experience and company culture. Part two of the assessment (one-quarter of each company's score) consisted of The BCG Employer Questionnaire (EQ), used to collect information about each company's benefits, policies, practices and other general information. The two combined sets of data allowed the experts at BCG to conduct an in-depth analysis of the strengths and opportunities that exist in each company.

BCG's workplace assessment experts determined who was good enough to make the list and where they ranked. While the survey process and evaluation was free, many participating companies opted to purchase the full BCG Employee Feedback Report which include a comprehensive summary of the employee feedback. The report also included the employee written comments and the Los Angeles Benchmark Reports. This report will help each company understand their workforce better and equip them with the information to make their workplace even better.

Visit [Best PlacesToWorkLA.com](https://www.bestplacestoworkla.com) for more information or call Best Companies Group toll free at (877) 455-2159.

## The Best Large Companies to Work For in Los Angeles (250 or more US employees)



### MISSION CLOUD SERVICES

Mission Cloud, who topped our Best Places to Work list for medium-sized companies last year, has grown enough – while maintaining its workplace excellence – to score the top ranking for our large companies list this year. The company, which empowers businesses to invent a greater future in the cloud by leveraging the leading cloud platform, is home to a dedicated team of cloud experts who match businesses with the personalized services and software they need to migrate, manage, modernize and optimize their cloud environments with confidence.

Mission Cloud promotes a positive work-life balance where team members feel supported in their personal lives. The company collaborated with its team members to define a workday structure that better facilitates embracing life and striving for excellence with guilt-free breaks and focus Fridays free of meetings. Mission Cloud continuously invests in the upskilling and professional development of team members with technical and on-demand career development. Leadership doesn't believe in a one-size-fits all approach to learning. The team members are diverse and that applies to learning styles.

The company supports professional development through a tuition reimbursement program to help defray the costs of higher education for team members and stay true to the "Cloud Literacy Commitment" by helping to develop the next generation of cloud professionals.



### VACO LLC

No strangers to the Best Places to Work list, Vaco provides boutique level service with global reach in the areas of consulting, consultative project resources, executive search, permanent placement and strategic staffing. Areas of expertise include C-suite search, accounting, finance, technology, healthcare IT, operations, administration and international managed services.

Vaco is known for being a great place to work for a number of reasons. The company offers a long term career path with unmatched flexibility and work life balance. Vaco employees, known affectionately as "Vaconians" are passionate and committed about the company where they spend so many of their days. They are given ample opportunities to make a difference in their communities and are devoted to helping businesses find talent and people find their next careers. Vaconians love what they do and have fun while they do it.

Vaco provides a workplace where employees feel empowered, where with the freedom of a flexible work life balance is encouraged. Vaconians play till the whistle – they work hard and play hard, and are proud to wear the Vaco jersey each and every day. Vaco's culture is challenging and engaging which motivates the employees to work hard because they are invested not only in their success, but their peers as well.



### RYAN, LLC

Ryan is a corporate tax advisory firm. Tax is the core of the company, and it assures accuracy. Considered "the neurosurgeons of tax," Ryan has built a reputation in the tax services industry for its innovative approach to complex tax issues. The team researches client databases; learns local, state and federal tax laws; communicates with clients and state auditors; and then develops innovative interpretations to existing tax legislation for the benefit of the taxpayer. Ryan's purpose is to liberate its clients from the burden of being overtaxed, freeing their capital to invest, grow and thrive. Ryan's unique compensation plan ties its clients' success to its employees' success, ensuring that employees have a direct line of sight to Ryan's purpose.

Ryan's leadership demonstrates its commitment to creating, executing and promoting innovative policies to create a more engaged workforce and support employees as they balance work and family responsibilities.

Employees love the "myRyan" flexible workplace environment. The flexible, results-orientated workplace program empowers team members to achieve work life success. Team members are free to work where and when they choose, focused on results, and able to handle responsibilities tied to all aspects of their lives. Plus, Ryan's values and culture resonate with employees.

#### 4. PARIVEDA

Pariveda's business was founded on the idea of aligning its purpose of developing each of its team members with the mission of its clients, helping both achieve lasting success. The company recruits naturally curious problem solvers who challenge convention and look beyond the problem at hand to address the larger picture. Pariveda believes that through an unwavering commitment to developing people that it could create a different kind of company. At Pariveda's core, there is a desire to help the individual grow towards their highest potential through learning, coaching and giving.

#### 5. CLUNE CONSTRUCTION

Throughout the last 20 years, Clune has been a recipient of countless company-wide awards. These range from project awards to the Torch Award for Marketplace Ethics, to repeatedly being named a Best Place to Work throughout the country. Being recognized for these awards proves that Clune's employee-owned truly do embody its core values every day. One of Clune's core values is service. The team aims to support each other, its clients' visions and its communities. Throughout the year, all of its offices partner with local and national charitable organizations for the betterment of the surrounding communities.

#### 6. CRESA

Cresa (a corporate real estate consulting firm that thinks beyond space) has grown steadily over the last five years and provides a platform for professionals – both young entering the field and the very experienced veterans – to succeed and thrive in their careers. People do not want to leave for better opportunities, either. Cresa has many veterans who have been with the same company for 20 to 30 ... even 40 years or more. This is largely because Cresa has encouraged a prosperity mentality where people find that there is plenty of success to go around for everyone.



# Open enrollment doesn't have to be painful.

With the right partner, you can spare your HR team the headache of finding the best way to communicate your benefits, enroll your employees, and collaborate with insurance companies and payroll for a successful open enrollment.

Marsh McLennan Agency (MMA) has the proprietary solutions, technology consultants and hands-on benefits communication support to help make open enrollment as smooth as possible for your team and employees.

It's never too soon to lock in the right partner and the right tools.  
Get in touch to discuss how MMA can help.

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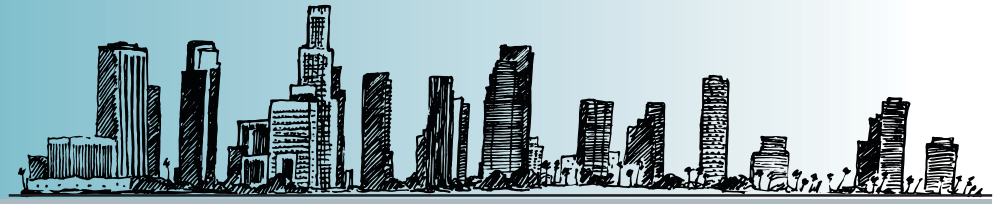
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### 7. DPR CONSTRUCTION

DPR's motto is that it exists to build great things. And for the employees, it really is that simple. Great projects, great relationships, great teams, and a truly great company start with smart people and strong values. An industry leader that knows it needs individual leaders, and as an employee-owned organization that relies on the contributions of the whole, DPR places a premium on finding and developing the right people. DPR wants individuals who share its core values and demonstrate a true passion for what they do in the office or field. Good judgement and a sense of humor are also a plus.

### 8. FLOQAST, INC.

As a company dedicated to uplifting the accounting profession to help improve work-life balance and mitigate burnout that is rampant in the industry, FloQast also strives to maintain a best-in-class company culture while positively impacting the community. In addition to offering perks and benefits such as generous medical insurance (paying 100% of the premium for employees and family members), and 'Mental Health Days' to offer employees time to recharge on months without federal holidays, FloQast has prioritized diversity, inclusion and community. In 2022, FloQast launched five new employee resource groups (Pride, Embrace, Wellness, Access, and Women) to help unify, empower and educate FloQast employees.

### 9. SWINERTON

As part of Swinerton's mission, the company believes in giving back to the communities in which its team works and lives. The Swinerton Foundation sponsors numerous nonprofits and outreach organizations. In 2022, it supported over 100 non-profits and raised over \$1,750,000 and volunteered over 137,000 hours companywide. Swinerton also consistently donates at least 1% of its net income to local community organizations companywide, many of which assist underserved populations. The company has also won numerous industry awards for its safety record. Swinerton's California Safety Experience Modification Rate is 0.60, which is a lower average than the National Average of 1.00.

### 10. ROTH STAFFING COMPANIES, L.P.

Roth Staffing is the nation's preeminent staffing company specializing in accounting and finance, administrative, legal, technology and workforce solutions. Roth Staffing is well-known for its focus on workplace engagement and companywide purpose: "to make life better for the people we serve." Since its founding, Roth Staffing has been a values-based organization. Its culture is created by coworkers who are passionate about what they do. Staffing has become a platform for the team to do good things. From its RAD Days (Relaxation, Awareness, Doing Good) program to volunteering, focus on diversity and inclusion, and philanthropic-based activity, there is an atmosphere of hard work coupled with fun.

### 11. WEAVER

Weaver offers multiple culture programs for employees to participate in, as well as benefits geared toward development, health and wellbeing. Weaver has dedicated leaders who regularly address strategies to enhance the work environment, career development opportunities and the overall wellbeing of team members. Weaver also has designated culture ambassadors who work alongside executive

partners, local program leaders and firm culture leaders to tailor strategies and engagement in alignment with the overall culture. These efforts, along with key programming from the FUN Committees, INSPIRECulture Impact Teams and the Private Foundation, are key to an ongoing commitment to culture.

### 12. BOLTON & COMPANY

Bolton is on its way to celebrating a century of service, and its longevity has been and will be dependent upon providing its clients, partners and employees its absolute best as a company. Nothing matters more to Bolton than its culture. The goal is to make a positive impact in the lives of clients, its industry and the communities where its team works and lives. Today, Bolton is responsible for handling a multitude of needs for thousands of clients representing every conceivable industry. The goal is to foster an environment that provides employees with a great sense of pride and purpose.

### 13. C.W. DRIVER COMPANIES

C.W. Driver understands that its people are its biggest differentiator. They are the reason why clients and partners choose to work with C.W. Driver over and over again. As a firm, it makes a conscious effort, on a daily basis, to invest in its people to demonstrate appreciation for their contributions to the company's success. From company-paid health coverage and family picnics, to specialized career development programs and community outreach events, C.W. Driver wants its people to know that they are the reason the company has been around for over 100 years.

### 14. HANSON BRIDGETT, LLP

Hanson Bridgett strives to be innovative in how it does things. The law firm is a committed partner and socially responsible member of the communities where its people live and serve. Its involvement exceeds ordinary expectations, and the team is always looking to show up in ways that aren't typical of a law firm. Hanson Bridgett isn't just the first law firm recognized as a certified B Corp—it wrote the legal framework. The firm believes problem-solving is only possible when you're up-close and personal with the important issues. Its active involvement in organizations across local communities keeps us on the frontline of positive change.

### 15. MCCARTHY BUILDING COMPANIES, INC.

McCarthy is not only committed to being the best builders in America, it knows how to balance its professional responsibilities with an inclusive culture of partnership, fun and support. As employee-owners, the team understands that its business must be well-rounded and satisfying. McCarthy offers fantastic benefits to keep its partners physically and financially healthy and happy. The firm invests in its partners with trainings and growth opportunities, takes time to enjoy and celebrate successes, and is constantly seeking new ways to build up partners and clients, so they can thrive together.

### 16. BUILD GROUP

Build Group is a general contractor, construction manager and design builder focused on providing the highest level of service and craftsmanship in construction. Build Group also consists of several divisions focusing on core and shell, interiors, structural concrete, flooring, shoring and framework, as well as drywall and insulation. Build Group Los Ange-

les is a group of talented individuals that has come together to build great things. Where opportunities to contribute, grow and take on new challenges abound. Where employee engagement and benefits, tools and resources, development and rewards come together to provide opportunities.

### 17. GIROUX GLASS, INC.

Giroux Glass' employees are owners of the company, and they take fierce pride in what they do. The company has excelled for over 75 years. It is known in its industry as the most experienced and knowledgeable at what it does, and has been repeatedly honored on "top glaziers" national lists and with multiple awards. Unlike some glazing companies who specialize in just a few areas, Giroux does it all: from service and repair work, (where the company started in DTLA in 1946), to all kinds of medium and large commercial projects, and on the most impressive high-end private residences.

### 18. HKS ARCHITECTS, INC.

HKS Architects, Inc. is a leading architectural design firm that since 1939 has completed projects in more than 1,500 countries. The firm operates from 26 global offices and employs more than 1,500. Employees love the relaxed office environment and being part of the one-firm philosophy, where all offices work as a team sharing resources and project successes. As designers of some of the largest and most exciting projects in LA County including SoFi Stadium, it's always a fun, creative and high-performing atmosphere to work in. Employees also appreciate feeling part of the community through company-sponsored charity events all year long.

### 19. DERMAVANT SCIENCES INC

Dermavant is an organization that deeply cares about its people. At the center of its culture is a vision and set of values that its entire team aligns to. Dermavant employees hold themselves accountable to those values and recognize each other for living them, and they are threaded through everything they do. The company vision of "Dermavant is a force of nature that will transform dermatology" sets that expectation for being novel in science and providing a white glove approach to every interaction. Employees are also compassionate, caring, and believe in the community.

### 20. AUTOMOTIVE CREDIT CORPORATION

Automotive Credit Corporation's competitive advantage is its people and their dedication to their work and each other. Culture there isn't just a buzzword that's proselytized by leadership. Everyone at the company actively makes it a great place to work by living its core values consistently. Employees truly care about Automotive Credit and take pride in helping ACC reach new milestones and success. Leadership is visible and engages with employees on a genuine level. Senior leaders can be found tearing up the dance floor in Mexico at ACC's DRIVEN Club Trip or grilling up hot dogs for opening day in the spring.

### 21. MANNKIND

MannKind is a company that draws on the legacy of innovator and humanitarian Alfred E. Mann. The company focuses on the development and commercialization of innovative therapeutic products and devices to address serious unmet medical needs for those living with endocrine and orphan lung diseases. The entire team is committed to using its formula-

tion capabilities and device engineering prowess to lessen the burden of diseases such as diabetes, pulmonary arterial hypertension (PAH) and nontuberculous mycobacterial (NTM) lung disease. At MannKind, the team is driven to find new ways to change lives for the better and unlock a world without limits.

### 22. POLSINELLI

Polsinelli created an organization that treats everyone with the utmost respect top to bottom and side to side. The firm is a true meritocracy where its personnel effortlessly work shoulder-to-shoulder and across practices and offices, creating the opportunity for every individual to achieve their very best so they can also do their best for clients. Enthusiastically diverse and unreservedly supportive of every lawyer, staff and professional member of the firm, Polsinelli continuously invests in its people to help them achieve their personal and professional goals. The team holds high expectations of itself and each other, with a service mindset of going beyond and delivering more than requested.

### 23. EP WEALTH ADVISORS

EP Wealth Advisors' vision statement is 'Enrich lives one relationship at a time.' EP Wealth continues to embrace growth, striving to improve its offering to clients to give them the best service possible. As an organization, it continues to build a community within its employees to empower one another. This allows everyone to help each other, whether for personal finance or for clients. At EP, the team also celebrates employees' accomplishments and milestones to help push one another to continue working hard to make EP a better, stronger company. The firm recognizes everything, whether earning a CFP or bringing in a new client.

### 24. BELKIN INTERNATIONAL, INC.

Belkin's mission is to design products that empower people to get more life out of every single day. Today, Belkin remains at the forefront of the accessories market, providing innovative solutions that make modern tech easy to use so that consumers get the most out of their devices, propelling universal adoption and pushing the market forward. This is achieved by a supportive and electric workplace culture that encourages growth and out-of-the-box thinking. Belkin prides itself as a "people-first organization," supporting employees while also challenging teams to think innovatively and grow above and beyond their realized potential.

### 25. SLALOM, INC.

Slalom is a purpose-led, global business and technology consulting company. The organization's long standing purpose is to help people and organizations dream bigger, move faster, and build better tomorrows for all. Slalom's vision is of a world in which each person has the opportunity to love both their work and life. At Slalom, the people that work at the company come first, and the organizational vision, purpose and core values guide the company, where every staffer values each other's uniqueness and is proud to work at a company that encourages its team members to be their authentic selves, nurturing a culture of belonging and inclusion.

### 26. WEST MONROE

West Monroe is a great place to work because it has been very purposeful in creating something different. Professional services firms

# *Culture* is a key part of our equation.

At Weaver, one of our core values is helping others succeed. Whether it's our co-workers or our clients, we're firm believers in supporting both.

Madison K.  
Valued team member since 2021



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are typically not synonymous with “people first” cultures. But “people first” is a core value at West Monroe. The company’s team brings its whole selves to work. The company is keenly aware that its team members are not just consultants – they are hot-sauce enthusiasts or a rock-climbers, etc. The company’s “Our Chiefs” program allows employees to create a Chief “Something” Officer outside of their daily role and the company budgets \$1 million per year for the program.

### 27. IMPACT NETWORKING

Impact Networking’s leadership team makes employees feel cared for, seen and heard. The company most often promotes from within so professional growth opportunities are endless. Professional development is a top priority at Impact. The CEO and managers promote and support ongoing trainings and certifications for all employees. This past year, Impact invested more in resources and training, and continued to develop future leaders. Professional growth opportunities are endless and professional development is promoted and supported by leadership. Additionally, all employees are given 20 PTO Days, seven sick days, and 14 paid holidays each year.

### 28. BURNHAM BENEFITS INSURANCE SERVICES LLC

Burnham Benefits understands that the right benefits plan is essential for the success of any business. That is why the team has dedicated themselves to designing and providing comprehensive, personalized employee benefits plans tailored to the individual needs of every client we serve. The company strives to make the process as simple and smooth as possible, from the initial consultation to completing the employee benefits package and ongoing personalized support. Burnham also recognizes that its success is inextricably linked to the satisfaction of each other’s colleagues. The company fills roles with passionate and innovative candidates, not just qualified candidates.

### 29. BUCHALTER, A PROFESSIONAL CORPORATION

The team members trust and respect one another at Buchalter, and they work together to provide outstanding client service in a fun and rewarding environment. The company culture emphasizes the value of a healthy work environment, inclusive ideals and, most importantly, enjoying the profession of law. Buchalter emphasizes employee appreciation through events such as monthly birthday and anniversary parties, happy hours, summer picnics and holiday events. Team meetings and regular operational updates are all part of the company’s strong focus on employee communication. Buchalter has fostered a cooperative, supportive and professional environment, and the employees genuinely enjoy coming to work.

### 30. CARPARTS.COM

CarParts.com is relentlessly dedicated to its customers – both external and internal. Its staff prides itself on taking care of team members and promoting a culture that cultivates trust and encourages collaboration. The company calendar is packed with year-round events that offer limitless opportunities for team members to connect with one another, serve their local community, and celebrate accomplishments. From CarParts.com Summer Camp, to various Volunteer Days, to the Women’s Empowerment program – there is always something to look forward to and the

company is proud of the culture built together that has truly become one of the company’s biggest competitive advantages.

### 31. CBIZ MHM, LLC

CBIZ consistently strives to provide excellent employee and client experiences and upholds the highest ethical and professional standards. The company is proud of its reputation for integrity and is innovative, proactive and dedicated to its clients’ success. CBIZ embraces change, individuality and diversity and is committed to creating an environment that welcomes, values, respects and develops individual differences and similarities. CBIZ services the community and fosters an environment for team members to develop on a personal and professional level. CBIZ values its employees and creates a positive culture for people to get to know each other on a professional and personal level.

### 32. DLC

Owned by a billion-dollar diversified parent company holding 12 separate consulting and staffing firms, DLC exemplifies a commitment to be an employer of choice and a great place to work. DLC is a human capital employee first organization offering an exclusive Bench Consulting model with interesting and meaningful work to serve its clients. Consultants have the opportunity for accelerated growth and development with each client engagement. Compensation and health benefits are also robust and competitive. In addition, DLC offers a variety of bonus programs for consultant participation for added earning potential.

### 33. DISQO

DISQO is a consumer insights platform that offers products that connect insights about what people think and do across brand experiences and consumer journeys. DISQO’s platform is built on complete, permission-based consumer data. DISQO is also a place that invests in its employees in many ways – from its culture and professional development, to the benefits offered. The company takes its employees’ experience and satisfaction seriously and believes it critical to DISQO’s success. The company conducts regular employee experience survey to better understand what the team members feel is working well and what they’d like to see DISQO do differently.

### 34. CENTERFIELD

Centerfield is a super-powered customer acquisition company closing millions of sales per year for the biggest brands in the world. An omni-channel digital media company that operates as an extension of its client’s marketing efforts, Centerfield also puts its employees first at every opportunity. The company believes in not only making an inclusive environment where employees feel like they belong but where employees have a career path that is robust in learnings and opportunities. Centerfield is also constantly evaluating its employee offerings to ensure it is at the forefront of progressive benefits.

### 35. PROTIVITI

Protiviti offers a rewarding workplace where employees can make a positive impact through their client consulting projects. Employees receive mentoring, job training, a paid sabbatical program and generous tuition reimbursement. The company also provides an incentive compensation plan, 401k with company match, recognition for stellar per-

formance and employee referral bonuses. Through Protiviti’s iCare program, including its award-winning ‘i on Hunger’ initiative which to date has provided more than 14 million meals for the hungry around the world, employees are able to provide support both globally and in their local communities. Another company-wide initiative actively promotes diversity in the workplace and supports employee networking groups.

### 36. PROLOGIS

Prologis’ people engage with customers and partners to grow relationships that drive success and help the business thrive. They deliver logistics solutions and services at scale so the customers can spend more time doing what they love—growing their business. Prologis’ expertise in building high-quality, environmentally friendly facilities delivers better buildings and outcomes for sustainability goals. Additionally, built on the Prologis foundation of global logistics real estate, the team is proud of its Essentials platform, which delivers the next generation of solutions to address critical challenges fulfillment centers face today.

### 37. W.E. O’NEIL CONSTRUCTION CO. OF CALIFORNIA

W.E. O’Neil is not only a company for its people, it is considered a company of the people. Being a 100% employee owned company, team members feel part of something bigger than themselves. Everyone has a seat on the bus and knows that with teamwork and collaboration, everyone succeeds. Leadership has incorporated the motto of ‘We are one team’ throughout the organization, and it filters into the day-to-day lives of its employee-owners, clients, and trade partners. Also a philanthropic organization, W.E. O’Neil strives to touch the lives of others in the community where it can all affect change.

### 38. RSM US LLP

RSM works to deliver the power of being understood not only to its clients, but also to its people. The company calls it the “RSM Talent Experience.” The company empowers each employee to enhance their value and build successful careers at RSM and beyond. The team builds rich, enduring relationships based on a profound understanding of each other, and each other’s goals and aspirations. RSM recognizes that its more than 10,000 professionals are as unique and diverse as its clients. Understanding and supporting them as individuals is fundamental to the talent experience and culture at RSM.

### 39. HED

HED is a great place to work because of its diligent efforts to stand behind and live by its four guiding principles: Advancing Your World, Critical Thinking, Integrated Practice, and Design Excellence. The key ways principles are put into practice at the firm are: building on what the team knows and making continued advancements into the future; asking and resolving questions with imagination and foresight; sharing ideas and knowledge and engaging in resourceful collaborations; and consistently challenging themselves and each other to excel. HED is committed to creating a workplace environment that engages all its employees in a supportive, inspiring and creative manner.

### 40. VERITIV

Veritiv is on a journey to create the best

culture for its employees. The company just completed its annual Voice of the Employee (V.O.T.E.) engagement survey resulting in 91% participation rate, including achieving its Engagement Score target of 85. Two years ago, its leadership led a Listening Tour to get employee feedback on the issues that mattered most. The feedback was transformed into action plans being implemented, including profit sharing for all 5,000 employees who were not previously eligible for a bonus. The company continues to drive its DEI mission by launching four new Employee Resource Groups.

### 41. HENSEL PHELPS

Hensel Phelps is a construction company that has been consistently recognized for its excellence in employee satisfaction and workplace culture. Additionally, Hensel Phelps invests in its employees by providing ongoing training and development opportunities to help them advance their careers. Hensel Phelps offers a positive, supportive work environment. The company fosters a sense of community through company-sponsored events and activities. The company fosters a culture of inclusivity and diversity, and has been recognized for its commitment to diversity by several organizations. Hensel Phelps is a company that places a strong emphasis on employee satisfaction, safety, diversity and inclusivity.

### 42. THE WONDERFUL COMPANY

Wonderful strives to be among the best places to work. The company is proud to foster a welcoming and positive culture where its diverse workforce thrives, is empowered, feels valued and supported, has a sense of belonging, makes positive contributions to the communities in which they live and work, and feels pride in their role and their employer. Leadership believes in investing in the company’s people to ensure they succeed alongside the business. That’s why Wonderful offers best-in-class employer benefits, subsidized healthy meals and fresh produce onsite, and empower employees to give back to their communities.

### 43. CORGAN

At the core of who Corgan is as a global, multi-entity design firm, it fully embraces the fact that its people are what makes its award-winning projects best-in-class. In such a competitive market where clients and prospective clients can choose any firm to bring their vision to life, Corgan can truly stand behind a 92% return client rate that is undergirded by the phenomenal and committed talent that embody the firm and design values and principles each and every day. Corgan sets and exceeds the standard in continuing education for its team with its own Corgan University.

### 44. ALSTON & BIRD

Alston & Bird works to hire the brightest and best professionals with a focus on diversity and inclusion. The firm has worked and continues to work to create an open and receptive workplace culture thereby creating a workplace where people want to come to work. Giving attorneys up to 150 hours of billable-hour credit for providing pro bono legal services and allowing up to 15 hours a year for volunteering are just a few examples of how policies support the culture and set the firm apart. From monthly firmwide meetings on business updates and achievements to town-hall meetings, everyone feels connected.

# Clayco is proud to be named a *finalist* for “Best Places to Work” in Los Angeles



## CLAYCO

THE ART & SCIENCE OF BUILDING

[claycorp.com/careers](http://claycorp.com/careers)



**Our collaborative approach can open new doors to your career and professional development.** Clayco is always looking for people who are smart, creative, up for any challenge and **incredibly excited** about what they do. Working at Clayco is an **entirely different experience** from the industry standard. We build our business around the **passion of our people** and the **ideas they bring** everyday.

*Whether you're a project manager, estimator, architect, engineer or accountant, you play a part in delivering some of the most complex and iconic building projects in North America.*

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45. SHAWMUT DESIGN AND CONSTRUCTION

Shawmut is 100% employee-owned, so every person is invested in the success of the business and takes pride in being part of a talent-driven, leading-edge organization. Shawmut’s culture of care is built upon its core values—caring about excellence, safety, ownership and people—which guides every action and decision. Shawmut’s goal is to send everyone home safely, and improved, so they come back better the next day. This is accomplished through innovative safety programs focused on physical and mental health, talent and leadership development programs to cultivate inclusive, empathetic leaders and DEI efforts driving towards workplace equity.

46. BOINGO WIRELESS

Boingo employees can thrive in an environment that is diverse and inclusive, while being valued and recognized for the unique individuality that employees bring to the workplace. Boingoites receive an exceptional benefits package that includes medical coverage, 401(k) match, unlimited vacation, up to 17 weeks of parental leave, tuition reimbursement, gym reimbursement and more. Employees receive frequent updates regarding the business so that each person has an up-to-date pulse on the industry and the company’s current state. Employees also enjoy a casual work environment from a state of the art and award-winning office that has 360-degree views of Los Angeles.

47. LOGIX FEDERAL CREDIT UNION

Employees at Logix are not “just a number.” As the credit union continues to grow, it preserves that small-town sense of community. Logix offers a generous benefits package to support employee well-being and life-balance. It also finds ways to celebrate and cultivate fun beyond the “cubicle” with an annual holiday party, annual kick-off, wellbeing, DEI, Best Place to Work events, family picnic and training day. Logixians are well known for collaborating on the next best practice through the organization’s IDEAS program, recognizing teammates for their heartfelt service, celebrating birthdays and milestones, and preparing the next department decorating contest.

48. AVISON YOUNG – SOUTHERN CALIFORNIA, LTD.

Avison Young knows that real estate isn’t just about buildings, offices, warehouses, or cities. It’s about creating winning conditions for the people, the businesses, and the communities in them to thrive. As a people-centric, collaborative organization, Avison Young is in a unique position to create this real value, powered by people. The company has a people-first culture – built from day one to be nimble – embracing curiosity, fostering creativity, promoting agile thinking – to achieve greater collective success. Its people bring this perspective to every client relationship, every transaction and every interaction with each other.

49. HENDERSON ENGINEERS

Henderson Engineers has always been committed to providing an open and inclusive workplace that helps people reach their full potential – both as professionals and individuals. People can be themselves at Henderson Engineers. In fact, the company is known in the industry for its people-first culture. The founder, Fran Henderson, set the tone 53 years ago, and leadership continues to support a family-like atmosphere that welcomes all. The Henderson vision is to build a better world, believe that starts with embracing diversity of thought, which is why Henderson Engineers has taken steps to ensure all employees have a voice and opportunities to grow.

50. MARSH MCLENNAN AGENCY

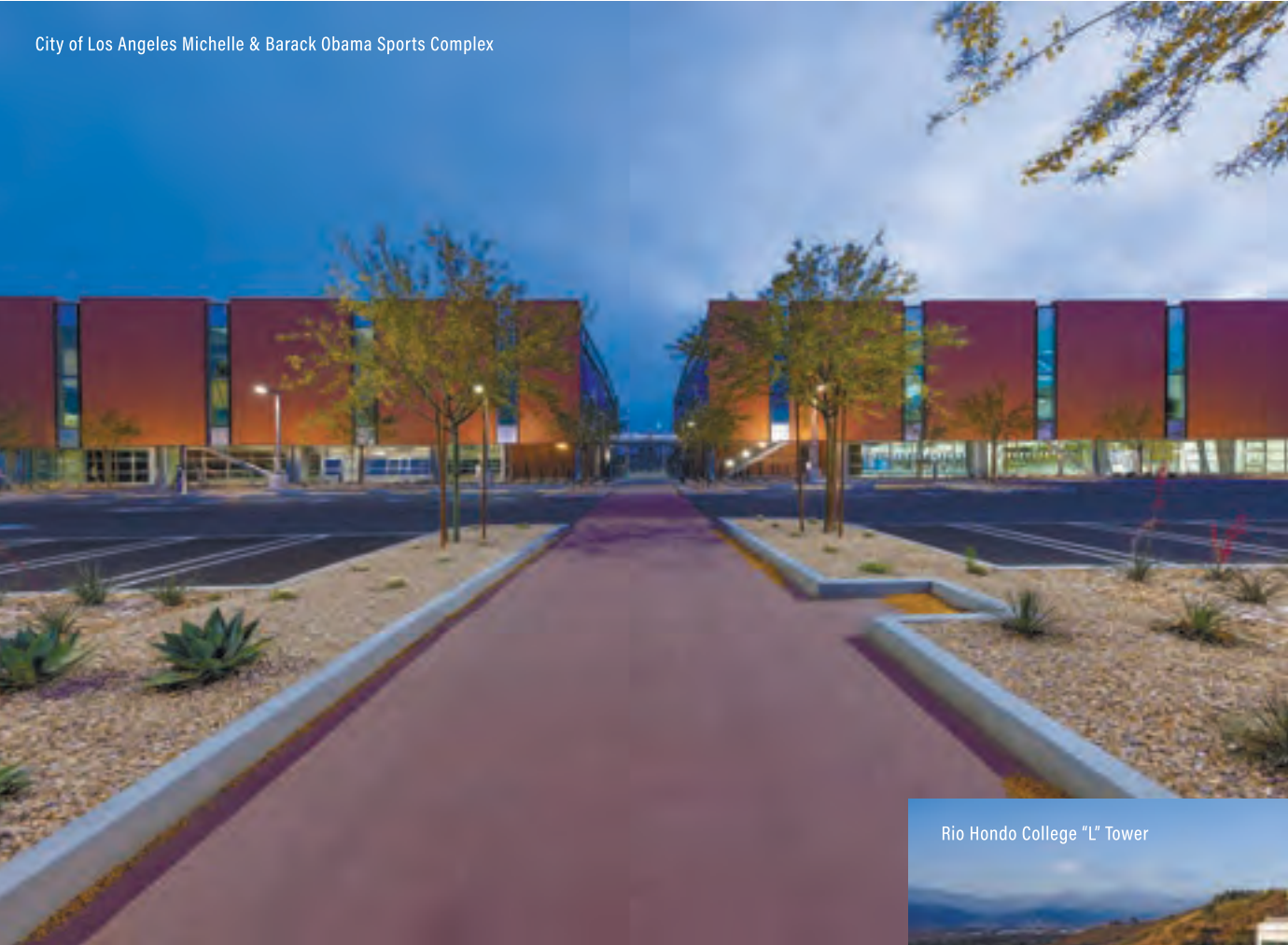
Marsh McLennan Agency is a great place to work because of its commitment to employee satisfaction, diversity and inclusion, work-life balance and community involvement. The agency provides a multitude of career development and growth opportunities through its Learning & Development department and MMA University which hosts leadership development programs, personality insights trainings, manager trainings, professional learning opportunities and much more. MMA is committed to giving back to the community through The Barney and Barney Foundation, which selects local non-profits nominated by MMA employees to receive grants awarded at fundraising golf tournaments.

51. HORIZON MEDIA

Horizon Media has introduced numerous programs to benefit its employees’ health, well-being and career development. To ensure the health of its employees, Horizon began providing access to Modern Health, therapeutic support plus workshops for employees and family members. It introduced support for working parents with in-home care, tutoring and virtual support. Supporting employees’ relocation based on lifestyle preferences is also reflective of Horizon’s culture, supporting remote working and fostering it in a customized fashion. Horizon also launched Community Exchanges to encourage cross-agency networking and connecting to reinforce a relational experience.

52. HIRSCH PIPE & SUPPLY, CO. INC.

In order for Hirsch Pipe & Supply to achieve success, its leadership believes it must have a sound set of beliefs called the Hirsch Values on which to base all policies and actions. Hirsch’s culture is based on high performance and high enjoyment. Performance and team morale are equally important. Hirsch believes fun at work increases productivity, employee engagement and customer satisfaction. It strives for a cooperative work environment that supports individual contribution as well as team effort, and promotes from within. Hirsch works as a team to accomplish common goals.



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Prologis Los Angeles IMPACT Day 2023  
Employees volunteering at a Habitat for Humanity construction site

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customers

60+

employees in the  
Los Angeles area

40

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logistics real estate

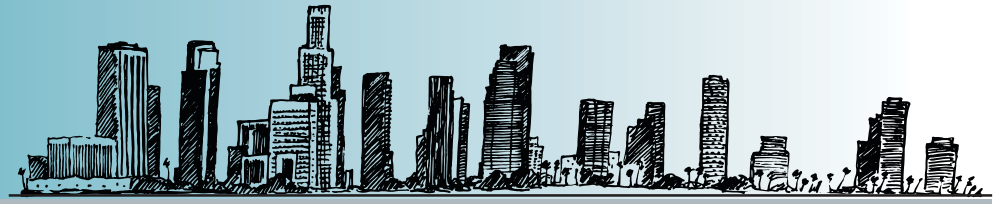
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LOS ANGELES BUSINESS JOURNAL

# BEST

Places to Work 2023



## The Best Medium Companies to Work For in Los Angeles (50 to 249 US employees)



### D.LAW

This year's list-topper for medium-sized companies is D.Law, an employment law firm specializing in defending workers' rights that are protected under California Employment Law. The firm represents employees that have been treated unlawfully. The firm's founder, Emil Davtyan, has fostered a longtime passion for employee rights.

Perhaps the best measure of the firm's employee happiness is its turnover rate. D.Law has little to no turnover. The firm's leadership prides itself in promoting an employee-centric culture that's conducive to good work. It does this by having best-in-class employee benefits, clear career path roadmaps and various employee and cultural programs promoting togetherness and work-life balance.

Competitive pay, career advancement opportunities, architectural space, work-life balance and a fun and employee-centric culture are among the reasons the firm's employees stay with D.Law. The firm also provides industry-leading benefits packages to full-time employees including health, dental and vision benefits, paid vacation, paid holidays, and 401K, among other perks. D.Law is a serious law firm that does not take itself too seriously. The team likes to say that "if Google and Bank of America had a baby, and the baby wanted to become a lawyer, that would be D.Law."



### FRANKFURT KURNIT

Founded in 1977 as a boutique law firm servicing the entertainment and arts communities, Frankfurt Kurnit now provides high quality legal services to clients in a wide range of industries and disciplines worldwide. The firm represents some of the world's best-known publishers, producers, directors, distributors, actors, celebrities, models, writers, financiers, charitable organizations, online content and service providers, and many of the foremost advertising agencies, information technology companies and corporate brands.

There are many reasons Frankfurt Kurnit is considered a best place to work. One is the firm's commitment to support its attorneys and staff by creating an environment that provides a

safe, comfortable place to work for people of all genders, races, religions and sexual orientations. Second, the culture distinguishes the firm: it has worked hard to create a diverse firm that values the human aspect of the practice of law. Third, its lawyers are leaders in their fields, and they love what they do.

Frankfurt Kurnit also believes that when lawyers work with amazing clients on interesting and challenging work, in a supportive environment, they are more likely to build a career at the firm. Frankfurt Kurnit's commitment to the people in the firm is well-recognized.



### NORTHWESTERN MUTUAL - MANHATTAN BEACH

Northwestern Mutual – Manhattan Beach enjoys a rich heritage as a provider of financial planning services. Since 2019, when Northwestern Mutual opened the office, its growing firm has worked diligently to help people achieve their goals and dreams for financial growth and security. The firm provides a broad range of financial products and services including life insurance, investment services, estate analysis and employee benefit services. Not many people get to say that they are in the business of making people's dreams come true. This group believes in championing the dreams of its clients by creating plans tailored specifically to their needs.

Despite being part of a 160-year old financial planning company, Northwestern Mutual Manhattan Beach is anything but behind the curve. The team enjoys a leading-edge free addressing workspace that has positively impacted employee satisfaction and productivity. The organization also focuses on personal and career growth of employees, co-creating actional plans for advancement within.

Northwestern Mutual – Manhattan Beach also recognizes that happy employees are successful employees. Special events that encourage relationship building, collaboration and wellness are frequently scheduled. Regular public recognition, competitive benefits,

career coaching and strong office culture are just some of the elements that elevate Northwestern Mutual Manhattan Beach.

### 4. HOWARD BUILDING CORPORATION

As an ESOP who has achieved 100% pay equity, Howard Building Corporation is proud to be a leader in employee satisfaction, security and wellness. Its programs, ERGs and educational opportunities continue to grow year after year. Also, within the last five years, the company has made dramatic strides in creating and supporting a diverse and inclusive workforce. Last year, it increased its ethnic diversity and gender diversity by 17% and 9%, respectively. Employees are also proud of the fact that HBC was one of the strongest and earliest supporters of USGBC-LA and ANEW Foundation, an organization that diverts construction materials away from landfills.

### 5. AD.NET

Ad.net is a great place to work due to its strong emphasis on fostering a collaborative workplace culture, even in a remote environment. The company strives to create an environment where employees feel empowered to make a difference and contribute to new innovations and the direction of the organization. The Ad.net office space, including the open floor plan, lounge area and communal break room (utilized on Wednesdays), is designed to encourage collaboration, idea-sharing and team building. In addition, Ad.net regularly hosts company calls with high-level executives to ensure open communication and diverse perspectives from entry-level to more seasoned positions.

### 6. ACRIURE OF CALIFORNIA, LLC dba HOFFMAN BROWN COMPANY

Hoffman Brown is an insurance agent who liaisons between its customers and insurance carriers. Hoffman Brown has been in business since 1961 and maintains a high rate of retention. There is a strong family culture among the employees who work as a team and care about one another. The employees feel as though they are cared about and loved by their fellow employees as well as the management team. If someone is in need of help during a personal crisis, for example, the Hoffman Brown team is there to support and assist the employee in need.

### 7. MIRACLE MILE ADVISORS

Miracle Mile Advisors is a fast growing, young, entrepreneurial firm that has incredible

growth potential for its employees. The team works hard, but also boasts an extremely open and fun environment that pushes everyone to be their best self. The company offers benefits that are top of the industry, with very competitive salaries that have an extreme upside. The firm truly rewards hard work, with compensation being directly reflected. Office culture and employee wellbeing are two of the most important aspects of the firm. Miracle Mile orders lunch to the office daily for employees and has monthly team bonding events.

### 8. GREENBERG GLUSKER LLP

It is rare that workplaces have it all. For example, a company may offer career growth opportunities, but lack in diversity initiatives. At Greenberg Glusker, however, team members don't have to choose. Not only does the firm hire from within when it sees opportunities, it also offers mentorship for associates. Additionally, Greenberg Glusker hosts a number of social activities – such as Paint & Sip nights and Office Olympics – throughout the year so that co-workers can come together and form close bonds. The team also has the perk of doing sophisticated and interesting work while enjoying programs and policies that promote wellbeing and balance.

### 9. BNBUILDERS

BNBuilders not only builds structures for clients but builds its team with talented, collaborative employees who share a strong cultural foundation. BNBuilders is a great place to work because it recognizes that its employees are its best asset and does its best to care for them. The company strives to create an environment that is inclusive of everyone and where all employees have an equal voice, no matter their title. BNBuilders remains actively engaged in community giving to create positive change and demonstrate the compassion it has for its employees and those around them.

### 10. MORLEY BUILDERS

Culture and reputation makes Morley Builders an ER of choice. It is EE-owned so the owners are engaged. Morley builds a better future for EEs, clients and building users. It espouses integrity, honesty, respect for others, ethical behavior and profitability without being predatory. On top of great compensation and benefits, leaders are engaged and accessible. The Morely vision is to grow profitably and provide professional, financial and personal opportunities for its EEs while building quality projects for clients. Many EEs remain with Morely for their entire careers, including the current president and other leaders.

### 11. LAGASSE BRANCH BELL + KINKEAD LLP

Lagasse Branch Bell + Kinkead is a company that puts its clients and employees first and it has always strived to create a work environment that feels like family for employees and is a caring and safe space for all. The firm celebrated its 15-year anniversary last year and knows it couldn't have done it without the loyalty and dedication from its employees. The firm treats all supporting staff and attorneys as equals and strives to provide the best possible work-life balance for all. The firm has implemented many new programs and policies that

'If you are working on something exciting  
that you really care about,  
you don't have to be pushed.  
The vision pulls you.'

- STEVE JOBS



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directly benefit the health and mental wellbeing of its employees.

12. THE PENTA BUILDING GROUP

The investment PENTA puts into creating an inclusive environment where employees feel heard and valued, are mentored and given opportunities for growth and development, and where they enjoy coming to work every day is a rare combination in today’s world. This investment is what leads to success for the company and results in a high rate of employee retention. People want to work for and with PENTA because PENTA truly cares. The company is an active supporter of community causes and giving back is ingrained in the culture. The employees and their families regularly support local nonprofits.

13. KARLIN HIURA & LASOTA

Quality is paramount for Karlin, Hiura and LaSota. The team is passionate about providing excellent client services, and the firm is passionate about its team. The firm focuses on work-life balance through remote work and reduced case counts. In addition, it provides employees with an excellent benefits program, employee appreciation events, and opportunities for professional development. Through all these efforts, the firm has been able to keep turnover well below the industry standard and prides itself on being one of the best places to work not just among law firms, but in all of Los Angeles.

‘Everyone talks about building a relationship with your customer. I think you build one with your employees first.’

- ANGELA AHRENDTS

14. PBS ENGINEERS, INC.

PBS Engineers believes that it promotes a work/life balance. Passion is what drives the employees, who are like-minded individuals using their talent and knowledge on a daily basis. This is what creates a work environment that goes beyond projects, deadlines and to-dos. PBS maintains a culture that celebrates the accomplishments of the leader, team, and individual and understands that it is through cohesive teamwork that it excels. The employees know they are valued and their efforts never go unnoticed. Beyond terrific culture, PBS provides top tier health benefits, profit sharing bonuses, and communication based on an open door policy throughout the executive team.

15. WINDES

Windes strives for an environment that values people first, develops leaders, and promotes integrity, respect, trust and professionalism. The company prides itself on an environment that encourages teamwork, motivates employees to succeed, and cultivates individuals who are concerned with the welfare of their clients, as well as the communities in which they live and work. Windes employees work hard, but taking time out to have fun and build relationships is also a significant part of the culture. At Windes, the entire team truly believes that enjoying a well-balanced life not only makes you a better person, it makes you a much better accountant.

16. TCA ARCHITECTS

TCA Architects has a strong leadership structure. Leaders are able to provide direction, inspiration, and motivation to their teams in a colligate, supportive, and collaborative environment. The company has a clear vision and a mission that aligns with that vision. It is focused on innovation and is always looking for ways to improve its services. The firm has a strong culture that fosters collaboration, creativity, and a sense of purpose among its employees, including core values. The firm also gives back to the community, supporting many local charities including Habitat for Humanity, Olive Crest, CANstruction and more.

17. PARAMOUNT GLOBAL INC.

Paramount Global believes in family — the values and virtues. This notion seeped into the company’s culture over the years, and now its customers confidently declare it. Paramount has always provided the sincerest service possible. The team is made up of a hard-working down-to-earth family with humble roots, constantly pushing through to a bright, innovative future. Not only is Paramount a second-generation family-run organization, it treats each other as family in the office, and in the field — with loyalty, honesty and accountability. Respect, Integrity, Communication and Excellence (RICE) is at the heart of who the company is and forms the foundation of the culture.

18. GOLDEN STAR TECHNOLOGY INC.

For 38 years, GST continues to push itself to be a better company for its members, its clients and its community. GST strives to be the best at what it does by following ‘ABC’ – accountability, building connections and character. GST consistently engages employees through personal development, community service and team building. Each month, GST at the minimum hosts a training event (effective communication, guest speaker/lecturer, ISO compliance), community service (Ronald McDonald lunch services, Dress for Success, American Red Cross blood drive), and team building (Halloween costume

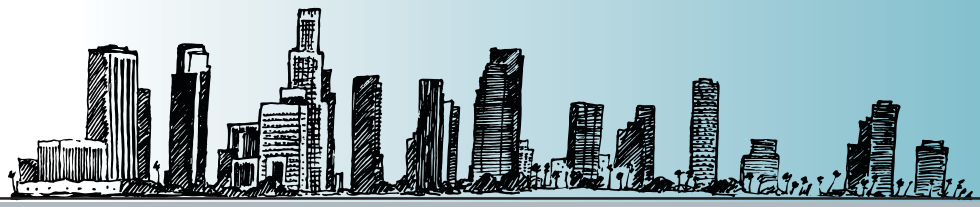
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BUILDING A BETTER FUTURE

75 YEARS OF CONSTRUCTION EXCELLENCE

100% EMPLOYEE OWNED

2023 Best Places to Work!



LOS ANGELES BUSINESS JOURNAL  
**BEST**  
Places to Work 2023

contest, annual companywide Memorial trip, annual summer family day).

**19. GOETZMAN GROUP**

With 24 years of professional consulting service excellence, the Goetzman Group has also developed a superb reputation as a great place to work. Salaried, full-time employment with premium pay for hours worked over 40 per week or eight per day is made enjoyable for employees thanks to the company's work life balance, which is a key to the Goetzman Group's success. The variety of engagements with its Fortune 500, and fast-growing client base, and the goal of projects close to home, make Goetzman Group a rewarding place to grow a career.

**20. NORTHWESTERN MUTUAL - WEST LOS ANGELES**

Northwestern Mutual West Los Angeles is a great place to work largely because of its commitment to serving its clients by supporting and developing top of the line financial advisors. Leadership strives to support growth within the firm and offer many opportunities to continue education at no cost to team members. Additionally, the firm offers a variety of weekly and monthly business development training sessions that are focused on personal and professional growth. Amenities offered at no cost include catered meals multiple times a week, a snack and coffee bar, and an in-office luxury gym.

**21. NOURMAND & ASSOCIATES**

At Nourmand & Associates, the workplace culture is akin to being part of a family, which makes it a top-notch place to work. This company believes in an open-door policy and accessible leadership, which fosters a sense of value and respect for each employee. The president of the company, Michael Nourmand, is always available to speak with employees and encourages an environment of discussion and conversation. This level of accessibility reflects the supportive nature of the organization's leadership towards its employees. Moreover, N&A is committed to providing its employees with the necessary tools and resources to advance their careers.

**22. PRAGERU**

PragerU is a non-profit media group that focuses on promoting American ideas and Judeo-Christian values through the creative use of educational videos. Leadership at the organization continuously works hard to keep the company culture and work environment at PragerU incredibly unique – and rewarding for staff. The organization prides itself in having freedom of thought, freedom of speech and freedom of beliefs. Employees choose to stay at the organization long term because of shared values and beliefs that align with the overall company mission and vision. PragerU embodies a 'culture of excellence' that values employees who work hard and think critically.

**23. CYDCOR**

Cydcor is a people-centered company that values its employees' growth and well-being. Its team members are energetic, dedicated and driven. Cydcor fosters a thriving corporate culture with open workspaces, a fully equipped fitness center and ample meeting space. The executives are approachable and genuinely care about team members. The company invests in employee development programs, 1:1 coaching, and leadership training and offers company-paid online learning resources to help team members reach their professional goals. Cydcor encourages team building, inclusion and community engagement through volunteer work and fundraising events. Cydcor also provides comprehensive benefits packages, including health & dental coverage, 401K and EAP counseling resources.

**24. MICHELMAN & ROBINSON, LLP**

Given the fast-paced, demanding and stressful reputation of life within law firms, they aren't typically characterized as wonderful places to work. But M&R is no typical law firm. M&R is a top-shelf legal provider that serves a nationwide clientele. What's remarkable about the firm is not only its impressive record of success in litigation and transactional matters, but also that M&R attorneys and staff get fulfillment not just from the workload, but also from a workplace defined by an emphasis on inclusion, professional growth, diversity, philanthropy and fun. The firm

'Productivity is never an accident.  
It is always the result of a commitment to excellence,  
intelligent planning, and focused effort.'  
- PAUL J. MEYER

Buchalter

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Places to Work 2023

abides by a culture laser focused on making M&R a great place to work.

25. WHITTIER TRUST COMPANY

Whittier’s structure is designed to ensure its employees’ objectives are aligned with its clients’ objectives. Leadership acknowledges that long-term employees are essential to the quality of the service Whittier provides and its competitive advantage. To attract, grow and retain great staff, Whittier provides competitive salaries, medical/EAP services, stock, education, parking and gym membership reimbursements. To express appreciation, the company encourages its staff to share what they need to work effectively and how it can be improved -- from technology and equipment to lunch and breakfast choices. Whittier also does what it can to support employees in their personal charitable endeavors.

26. RAINES FELDMAN LLP

Raines Feldman is not a typical law firm – in that it considers itself a community. The firm is committed to building and maintaining a culture that promotes connection, enriches the lives of its members, and enhances the success of clients. Raines Feldman promotes diversity, inclusion, teamwork, collaboration, support, warmth, kindness, a strong work ethic, positivity, progressiveness and innovation. With a dedicated devotion to their craft, co-workers and clients, the result is a solid team with strong relationships both internally

amongst all staff. The team is comprised of first-rate attorneys and an exceptional administrative staff, who are experts in their fields.

27. CENTURY GROUP

Century Group is a niche recruiting and staffing firm who specializes in one thing: helping talented accounting and finance professionals find their next career opportunity, whether on a temporary, temp-to-hire or direct hire basis. The company believes in achieving excellence across its entire operation. The team is made up of former accountants and executive recruiters with an average of 10 years’ experience and a consummate understanding of the clients’ various industries. But what truly sets the firm apart is its “Group Concept” philosophy. Century Group operates as one firm—working together to share deals, knowledge and more.

28. PINNER CONSTRUCTION CO., INC.

Pinner Construction has experienced sustained growth by providing quality services to the Southern California construction industry and ensuring the best possible work environment for its employees. The Pinner name evokes a sense of pride, family, strength, reliability, steadiness and quality among team members. Led by CEO Dirk Griffin, the company continues to build trust and quality with its valued employees, clients and partners. In just the past five years, executive leadership

‘A team is not a group of people that work together. A team is a group of people that trust each other.’

- SIMON SINEK

has been highly committed to elevating the company’s industry profile and market share by focusing on providing the best employee experience possible.

29. LIQUID I.V.

Liquid I.V. is a 360-degree wellness company created to fuel life’s adventures. The mission is to help people everywhere live better lives – to optimize the body, hydrate those in need, and better the planet. The company attracts top talent by offering a dynamic, mission-driven environment where team members can show up authentically, and where they have their potential seen and their strengths leveraged. Liquid I.V. invests in its long-term success and wellbeing, providing progressive benefits and opportunities to develop and lead. It strives to keep its people engaged, emboldened and inspired.

30. GCX LLC

GCX is a licensed general contractor serving Southern California and specializing in commercial construction. GCX was founded with the belief that it can leave its industry better than it found it, creating an environment where employees, clients, and the community are honorably represented and treated with dignity and fairness. Those who work at GCX experience a collaborative, supportive and inclusive work environment that prioritizes professional development and growth opportunities. Team members are encouraged to learn and develop skills while open communication, honesty, respect, and integrity are all valued in interactions with colleagues.

31. AMA GROUP

AMA Group is considered an industry leader in the design of MEP/FP building systems for media, broadcast, production facilities, including sound stage campuses, having a portfolio of over 1000 completed projects, as well as an array of corporate, financial, education and residential mixed use, and high rise clients. AMA is committed to creating a diverse and inclusive culture where all employees flourish. At its focal point, AMA is dedicated to ensuring employees’ development, wellness, and overall experiences are satisfying and rewarding. The company offers a comprehensive and highly competitive benefits package to team members, and provides an open, honest and fun work environment.

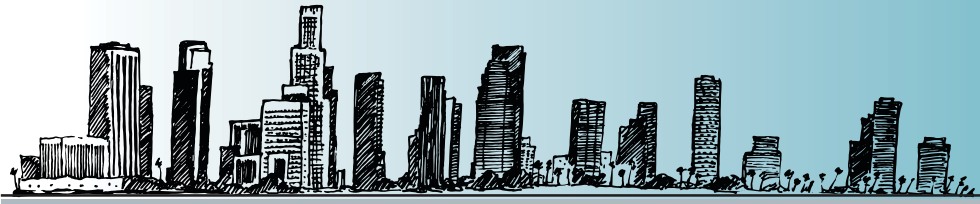


DERMAVANT IS ALL IN ON SKIN

and our employees are the heart and soul of what we do

*Dermavant is grateful for our employees’ ongoing commitment to making healthier skin a reality for people living with chronic skin conditions, and we are proud to be recognized as one of the “100 Best Places to Work in Los Angeles” by the Los Angeles Business Journal.*





LOS ANGELES BUSINESS JOURNAL

**BEST**  
 Places to Work 2023

## The Best Small Companies to Work For in Los Angeles (15 to 49 US employees)

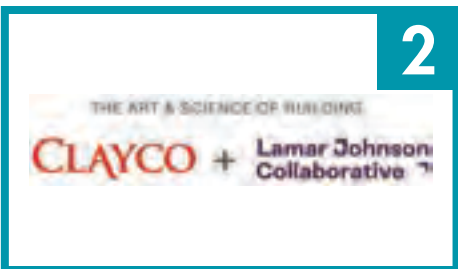


### STARTR CO.

This year's top-ranking small company on the Best Places to Work list is Startr Co., a modern public relations partner and champion for startups and emerging businesses. On a mission to inform and educate the public about impactful products and businesses that will positively shape the future, Startr Co. focuses on working with companies in the food & beverage, lifestyle, wellness, and children/family arenas.

Startr Co. prioritizes its people and has created a supportive environment where employees can be successful and thrive. The company provides its team with a safe space that encourages them to try new things and make mistakes that can lead to growth. Startr Co. continually seeks out, creates and enacts activities and perks to further its team's professional and personal growth, including personalized career plans and coaching, internal and external training, team building activities/outings, health and wellness perks, anonymous feedback tools, and more.

Startr Co. believes in transparency and model integrity at all levels both internally and externally. Thanks to this culture, 40% of the team has been with the agency for more than four years, and 33% of the team has been with the agency for six years or more.



### CLAYCO

Clayco is a full-service, turnkey real estate development, master planning, architecture, engineering and construction firm. As it continues to grow, Clayco works hard to maintain its incredible culture based on the Golden Rule.

Clayco is constantly evaluating and modifying its employee benefits to assure it is providing the best packages that support every family. Clayco also provides flexible hours, a relaxed work environment, modern amenities, ergonomic chairs and stand-up desks. The company's open office environment and open-door policy fosters a welcoming community that generates trust and confidence and builds camaraderie between each employee. The medical, dental and vision benefits provide great coverage, while staying at a low cost. Clayco added auto enrollment for 401K so that employees don't miss out when they become eligible. In

2021, Clayco expanded its parental leave policy and lifetime infertility benefit. Clayco also offers gym membership reimbursement, life insurance, tuition reimbursement, annual bonuses and many other benefits designed to provide flexibility for employees when needed.

Clayco's culture has many winning characteristics that make it a great place to work, including challenging projects, encouraged innovative thinking, rewards for hard-work, a diverse and inclusive workforce, casual dress, work safety as top priority and free lunch brought in daily.



### STRUCTURAL FOCUS

Structural Focus is a full-service structural engineering firm with expertise in new design, historic restoration, seismic retrofit, building sustainability and developing post-disaster response plans. The firm's mission statement is "Structural Focus exists to design projects we can be proud of and proud of how we do it." Not what some might think of a typical engineering company, Structural Focus stresses communication and making structural engineering relatable, and to be trusted advisors to clients.

The firm's greatest strength is its outstanding staff. The staff's values, respectful collaboration, and passion for its work is infectious. Leadership is dedicated to treating the staff with respect, to strive for a diverse workforce, and to create an inclusive environment. The firm is also dedicated to giving back, both to the profession and the community.

Structural Focus maintains a diverse workforce, offers generous benefits, profit-sharing and flexible individualized work schedules, and provides strong HR support. The firm also provides a robust wellness program with prizes, access to a discounted gym and support group memberships. Employees are promoted from within and are provided with a clear path to promotion and increased responsibility with a robust mentoring program. Many members of the staff that started as interns now senior managers.

### 4. SMARTY

Smarty is a premier online shopping destination that automatically applies the best coupons on purchases from more than 6,000 US retailers, such as Target, Walmart and Best Buy, and from more than 38,000 global merchants. Smarty is a growing company that values loyalty and innovation. Every employee has a voice and there are no bad ideas. Weekly all hands meetings have fostered a space where everyone is encouraged to share updates, challenges and ideas with the whole team. Many new products, solutions and innovations have been born in this space. Employees feel heard and valued.

### 5. AUTOMUS CONSULTING INC.

Automus Consulting believes in hiring the best team members at every level. And then letting them do the job leadership knows they do well. Because Automus focuses on hiring the best, it doesn't find a need to micromanage their days. The company's experienced management team is there to give employees the tools they need to help them succeed. Automus leadership believes that taking care of the employees is just as important as taking care of customers. It designed its PTO and vacation plan to fit everyone. With an unlimited PTO plan and some floating holidays, each employee is in control of their life balance.

### 6. KONNECT AGENCY

Konnect Agency is a great place to work first and foremost due to the deeply talented people who make up the team. As a company, Konnect has been able to attract the best talent who exude positivity and help to create a collaborative and inviting atmosphere for all to thrive in and enjoy. It is Konnect's goal as an agency to provide all the tools and support needed for its team of superstars to grow. The company supports its team personally and professionally and invests in their development. Konnect implements growth plans that help employees get to the next level in their careers.

### 7. UNIVERSAL METRO

Although Universal Metro is small, it is also mighty – because its employees are working the company's many processes in the most efficient way. The company provides opportunities for every voice to be heard and maintains open lines of communication with yearly 'State of the Union' strategy meetings, weekly Leadership Council meetings, monthly sales meetings, weekly project coordinators meetings, and also individual weekly team meetings. Flash reports are weekly where the company focuses on specific teams to make sure that billing and Accounts Receivable are also on the same page and that everyone is in synch.

### 8. LUMICITY LLC

Lumicity is a technical staffing agency that strives to provide world class talent solutions within emerging technologies across the United States. As an organization, Lumicity has many attributes that make it a great place to work. It is a rapidly expanding company focused on fostering its employees' progression in their careers. The company's structure is fully organic, offers uncapped commission and

remarkable benefits. The team is made up of a group of hard-working individuals who thrive to make a difference in the world. Employees are constantly rewarded for their hard work, whether it is paid vacations or monthly lunches at high end restaurants in the area.

### 9. CGI+ REAL ESTATE INVESTMENTS

CGI+ Real Estate Investment Strategies is a Los Angeles-based multifamily investment and development firm with more than \$1.6 billion in assets under management. There are a lot of reasons that CGI+ should be included as one of the best places to work, starting with founder Gidi Cohen, who has worked hard to create an environment of meritocracy where people can be rewarded for a job well done. This environment has helped cultivate at CGI+ is one of collaboration. Cohen also welcomes input from those around him and is open to new ideas and thinking.

### 10. MURPHY O'BRIEN

For over 34 years, Murphy O'Brien has represented some of the most trusted and iconic luxury travel, real estate, hospitality and lifestyle brands globally. Thanks to its supportive working environment, along with generous employee benefits, Murphy O'Brien is not only one of the most successful agencies of its size, but also a desirable place to work. The team invests in the professional development of each employee, providing an environment that values mentorship and collaboration and praises individuality and ingenuity. Murphy O'Brien hires, trains and retains the best and brightest talent in the industry and considers every day an opportunity to celebrate clients' and teammates' success.

### 11. DAWSON COMPANY

Dawson Company operates as a manufacturer's representative of residential, commercial and industrial plumbing, heating and cooling equipment. The company has been in business over 75 years and continues to achieve great things thanks to its dedicated Dawson team, who company insiders affectionately refer to as the 'Dawson family.' Dawson Company is a great place to work because each Dawson family member is respected and appreciated while inspiring and motivating one another with a helpful teamwork mentality. The company's unique culture sets it apart and leadership has continued to stand out in its industry year after year.

### 12. FALCON WEALTH PLANNING

At Falcon Wealth, the mission is to provide clients with the best path to wealth accumulation, retention and tax reduction by creating and implementing strategies tailored to their unique goals. The company's team is driven to provide its clients with professional advice that enhances their quality of life and leads to simple solutions. Employees are proud to be able to offer customized advice on each client's wealth planning issues with a priority to provide clients with clarity and education that makes planning simple and tangible to achieve their financial goals.

### 13. INTEGRARE GROUP

Integrare Group is a dynamic collective of adaptive thinkers, engineers, architects, designers, planners, strategists, and finance

*'If your actions inspire others to dream more, learn more, do more and become more, you are a leader.'*

**- JOHN QUINCY ADAMS**



professionals working together to transform business as usual in the construction industry. The “rare” in Integrare is interwoven in everything the company does. With a strategic curation of diverse disciplines, the company approaches its projects analytically, creatively, and holistically to address the challenges of building in complex urban settings and socio-economic environments. The company believes in continuous 360-degree real-time feedback, allowing the team to learn, process, and improve. Integrare believes that evolution is its greatest reward.

14. INFRASTRUCTURE FACTOR CONSULTING, INC.

Infrastructure Factor Consulting (iFactor) is a boutique firm that designs the mechanical, electrical, and plumbing systems for healthcare facilities, mission critical, and large campuses. Employees love that the firm provides a sense

of purpose, accomplishments at any level, and professional growth. Other great reasons to work at iFactor include the company’s flexible hybrid schedule, work from home options, a team-focused approach, diversity, recognition, a culture of learning and open communication across the board. The “Half Day Fridays,” leadership training/growth potential, tuition and certification reimbursement, and healthy work environment are great perks as well.

15. PEGNATO ROOF INTELLIGENCE NETWORK

Pegnato Roof Intelligence Network is changing the roofing industry through the ingenuity, hard work and dedication of its people. The employees at PRIN truly care about each other as people and teammates. They know leadership sees them and as a result, they feel appreciated. The team enjoys what it does and has fun being with each other. Employees can

see how their actions make a difference in the business. The company also offers flexibility and support. The benefits are good, the pay is competitive and the company is growing, so there is opportunity for each individual to grow.

16. NORTHWESTERN MUTUAL LOS ANGELES

Northwestern Mutual Los Angeles is a great place to work for a number of reasons, including its inclusive culture, its economic stability, and its standard of work/life balance. The company aims to ensure that the organization supports a culture of diversity through several initiatives, including its “Culture Council,” which has constituents from the Black, Latino, Asian, Women and LGBTQIA+ communities. Also, the sentiment that life outside of work is important and should be prioritized permeates the organization. At Northwestern Mutual Los Angeles,

one can expect to find a stable, supportive culture where there is always room to grow, be challenged, and succeed.

17. CITYVIEW

Cityview is a vertically integrated commercial real estate firm based in Los Angeles, comprised of hardworking, high achieving and collaborative professionals focused on developing, acquiring and operating multifamily properties throughout the Western US. Cityview values creating a workplace that invests in its team. The firm works to keep the team engaged through career growth opportunities, company-wide events, and health and wellness initiatives. The employees are passionate about what they do and enjoy their relationships with their team and supervisors. Employee career development includes regular access to the senior management team and their respective knowledge and mentorship.

CONGRATULATIONS TO THE

2023 BEST PLACES TO WORK HONOREES

Our family-focused approach to business seems to be working for us quite well.

We’re humbled to be recognized as one of the Best Places to Work in Los Angeles County. The values held by our multi-family firm have helped us attract some of the best and brightest in the industry, making our fine company even better. With clients and employees, we’ve taken a family-first approach to business with a sharp focus on **the little things**.

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LARGE COMPANIES (250 or more US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	Mission Cloud Services	missioncloud.com	Technology	256	Simon Anderson, CEO	110	Simon Anderson, CEO
2	Vaco LLC	vaco.com	Staffing	1300	Brian Waller, CEO	48	Frances Moreno, Sr. Managing Partner
3	Ryan, LLC	ryan.com	Other	2504	G. Brint Ryan, Chief Executive Officer	32	Susan Orloff, Principal, Property Tax Commercial
4	Pariveda	parivedasolutions.com	Consulting	744	Margaret Rogers, CEO	37	Chad Hahn, Managing Vice President
5	Clune Construction	clunegc.com	Construction	690	David Hall, CEO	117	Randy Starbird, President
6	Cresa	cresa.com	Real Estate/Renting/Leasing	820	Tod Lickerman, Chief Executive Officer	46	Lawson Martin, Managing Principal
7	DPR Construction	dpr.com	Construction	8200	George Pfeffer, CEO	325	Alicia Ortiz and Michael Konetzke, Co-Business Unit Leaders
8	FloQast, Inc.	floqast.com	Technology	515	Michael Whitmire, CEO	228	Michael Whitmire, CEO
9	Swinerton	swinerton.com	Construction	4150	Eric Foster, CEO	494	Ray Haj, SVP and Region Manager
10	Roth Staffing Companies, L.P.	rothstaffing.com	Staffing	721	Adam Roth, CEO	62	James Sense, Regional Vice President
11	Weaver	weaver.com	Accounting	1095	John Mackel, CEO	54	Sindhu Rajesh, Partner in Charge
12	Bolton & Company	boltonco.com	Insurance (non-healthcare)	1971	Steve Brockmeyer, California Market President	219	Steve Brockmeyer, California Market President
13	C.W. Driver Companies	cwdriver.com	Construction	313	Dana Roberts, Chairman/Chief Executive Officer	93	Dana Roberts, Chairman/Chief Executive Officer
14	Hanson Bridgett, LLP	hansonbridgett.com	Legal	389	Kristina Lawson, Managing Partner	53	Raffi Zerounian, Partner / LA Market Leader
15	McCarthy Building Companies, Inc.	mccarthy.com	Construction	6727	Ray Sedey, CEO	104	Mike Myers, Regional President
16	Build Group	buildgc.com	Construction	341	Nathan Rundel, CEO	50	Andrew Clark, Division President
17	Giroux Glass, Inc.	girouxglass.com	Construction	272	Nataline Lomedico, CEO and President	60	Nataline Lomedico, CEO and president
18	HKS Architects, Inc.	hksinc.com	Architecture	1597	Dan Noble, FAIA, FACHA, LEED AP, President & CEO	93	Scott Hunter, FAIA, LEED AP, Regional Director



LARGE COMPANIES (250 or more US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
19	Dermavant Sciences Inc	dermavant.com	Other	280	Todd Zavodnick, Chief Executive Officer	43	Todd Zavodnick, Chief Executive Officer
20	Automotive Credit Corporation	automotivecredit.com	Finance	262	James Blasius, CEO	107	Roy Lopez, Director
21	MannKind	mannkindcorp.com	Other	426	Dr. Michael Castagna, Chief Executive Officer	54	Dr. Michael Castagna, Chief Executive Officer
22	Polsinelli	polsinelli.com	Legal	1742	Chase Simmons, Chairman & Chief Executive Officer	93	Noel S. Cohen, Los Angeles Office Managing Partner
23	EP Wealth Advisors	epwealth.com	Finance	352	Patrick Goshtigian, CEO	125	Patrick Goshtigian, CEO
24	Belkin International, Inc.	belkin.com	Technology	475	Steven Malony, CEO	324	Steven Malony, CEO
25	Slalom, Inc.	slalom.com	Consulting	11513	Brad Jackson, CEO	208	Karl Mehu, General Manager
26	West Monroe	westmonroe.com	Business Services	2223	Kevin McCarty, President & CEO	209	Jordan Sternlieb, Senior Partner
27	Impact Networking	impactmybiz.com	Other	984	Frank Cucco, CEO	61	Karlee Travis, CMO
28	Burnham Benefits Insurance Services LLC	burnhambenefits.com	Insurance (non-healthcare)	307	Kristen Allison, President	25	Kristen Allison, President
29	Buchalter, A Professional Corporation	buchalter.com	Legal	735	Adam J. Bass, President and Chief Executive Officer	270	Adam J. Bass, President and Chief Executive Officer
30	CarParts.com	carparts.com	Technology	1004	David Meniane, CEO	137	David Meniane, CEO
31	CBIZ MHM, LLC	cbiz.com	Accounting	5755	Jerome Grisko, President & CEO	100	Kelly O'Neil, Lead Managing Director
32	DLC	dlcinc.com	Other	339	Tom Moran, CEO	102	Dak Gilinsky, Managing Director
33	DISQO	disqo.com	Technology	286	Armen Adjemian, CEO	89	Armen Adjemian, CEO
34	Centerfield	centerfield.com	Advertising/Marketing/PR	688	Kris Barton, CEO	161	Brad Green, CFO
35	Protiviti	protiviti.com	Consulting	4100	Joseph (Joe) Tarantino, President and CEO	228	Barbara Cabello, Managing Director
36	Prologis	prologis.com	Real Estate/Renting/Leasing	1500	Kim Snyder, President	62	Rob Antrobius, SVP, Market Officer



LARGE COMPANIES (250 or more US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
37	W.E. O'Neil Construction Co. of California	weoneil.com	Construction	525	John E. Finn, President	199	Mike Byrne, Executive Vice President
38	RSM US LLP	rsmus.com	Accounting	14796	Brian Becker, Managing Partner and CEO	310	Leslie Stackpole, Los Angeles Office Leader
39	HED	hed.design	Architecture	401	Tania Van Herle, Principal   CEO	85	Tania Van Herle, Principal   CEO
40	Veritiv	veritivcorp.com	Transportation/Distribution	4649	Salvatore A. Abbate, Chief Executive Officer	159	Christine Hendrix, Area Operations Manager
41	Hensel Phelps	henselphelps.com	Construction	3027	Michael J. Choutka, President and CEO	282	Damian Buessing, Vice President and Regional Manager
42	The Wonderful Company	wonderful.com	Manufacturing	5761	Stewart Resnick, Chairman and President	637	Stephen Howe, Chief Financial Officer, EVP, Human Resources
43	Corgan	corgan.com	Architecture	745	Scott Ruch, CEO	48	John Mares, Principal
44	Alston & Bird	alston.com	Legal	1596	Richard Hays, Firm Managing Partner	137	Jeffrey Rosenfeld, Los Angeles Partner in Charge
45	Shawmut Design and Construction	shawmut.com	Construction	830	Les Hiscoe, CEO	99	Greg Skalaski, Executive Vice President, West Region
46	Boingo Wireless	boingo.com	Telecommunications	368	Mike Finley, CEO	133	Mike Finley, CEO
47	Logix Federal Credit Union	logixbanking.com	Banking	863	Ana Fonseca, CEO	797	Andrea Carpenter, COO
48	Avison Young – Southern California, Ltd.	Avison Young	Real Estate/Renting/Leasing	1900	Christopher Cooper, Principal & Managing Director, Southern California	106	Christopher Cooper, Principal & Managing Director
49	Henderson Engineers	hendersonengineers.com	Engineering	920	Kevin Lewis, CEO & President, Principal	35	Ryan Haug, Client Relationship Manager, Principal
50	Marsh McLennan Agency	marshmma.com	Insurance (non-healthcare)	1491	Brian Hegarty, Principal and Managing Director	48	Brian Hegarty, Principal and Managing Director
51	Horizon Media	horizonmedia.com	Advertising/Marketing/PR	2350	Bill Koenigsberg, CEO & Founder	322	Karen Hunt, President
52	Hirsch Pipe & Supply, CO. Inc	hirsch.com	Other	422	Bill Glockner, President/CEO	269	Doug Evans, Executive Vice President/COO

LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2023

MEDIUM COMPANIES (50 - 249 US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	D.Law	d.law	Legal	74	Emil Davtyan, Founder and Managing Attorney	74	Emil Davtyan, Founder and Managing Attorney
2	Frankfurt Kurnit	fkks.com	Legal	120	Jeffrey A. Greenbaum	32	Tricia Legittino, Supervising Partner
3	Northwestern Mutual - Manhattan Beach	northwesternmutual.com	Finance	52	Josh Johnston, Managing Director	52	Michelle Dixon, Director of District Operations & Development Specialist
4	Howard Building Corporation	howardbuilding.com	Construction	162	Mark Fuller, CEO	52	Mark Fuller, CEO
5	Ad.net	ad.net	Advertising/Marketing/PR	53	Jon Waterman, CEO	32	Jon Waterman, CEO
6	Acrisure of California, LLC dba Hoffman Brown Company	hoffmanbrown.com	Insurance (non-healthcare)	53	Steve Brown, Co-President	53	Steve Brown, Co-President
7	Miracle Mile Advisors	miraclemileadvisors.com	Finance	67	Matthew Granski, President	35	
8	Greenberg Glusker LLP	greenbergglusker.com	Legal	192	Bob Baradaran, Managing Partner	192	Bob Baradaran, Managing Partner
9	BNBuilders	bnbuilders.com	Construction	90	Brad Bastian, Principal	90	Jim Charpentier, Business Development Director
10	Morley Builders	morleybuilders.com	Construction	163	Charlie Muttillo, President	137	Charlie Muttillo, President
11	Lagasse Branch Bell + Kinkhead LLP	lbbklaw.com	Legal	69	Cary Kinkhead, Managing Partner	16	Sevan Gobel, Managing Partner
12	The PENTA Building Group	pentabldggroup.com	Construction	243	John Cannito, President and CEO	70	Paul Dutmer, Vice President, Southern California
13	Karlin Hiura & LaSota	khllawyers.com	Legal	54	Peter A. Karlin, CEO	37	Peter A. Karlin, CEO
14	PBS Engineers, Inc.	pbsengineers.com	Engineering	100	Kunal Shah, President/CEO	88	Kunal Shah, President/CEO
15	Windes	windes.com	Accounting	215	Jim Cordova, President/Managing Partner	76	Jim Cordova, President/Managing Partner
16	TCA Architects	tca-arch.com	Architecture	125	Aram Chahbazian, CEO	39	Eric Olsen, Vice President



MEDIUM COMPANIES (50 - 249 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
17	Paramount Global Inc.	paramountglobal.com	Transportation/Distribution	98	Jay Gamble, President	98	Jay Gamble, President
18	Golden Star Technology Inc.	gstinc.com	Technology	140	Yueh-Chin (Alice) Hsu Wang, Owner	120	Yueh-Chin (Alice) Wang, Owner
19	Goetzman Group	goetzmangroup.com	Consulting	58	Greg Goetzman, CEO & Founder	58	Greg Goetzman, CEO & Founder
20	Northwestern Mutual - West Los Angeles	northwesternmutual.com	Finance	67	Juan Baron, Managing Partner	67	Juan Baron, Managing Partner
21	Nourmand & Associates	nourmand.com	Real Estate/Renting/Leasing	203	Michael Nourmand, President	203	Saeed Nourmand, Founder
22	PragerU	prageru.com	Non-Profit	126	Marissa Streit, Chief Executive Officer (CEO)	102	Marissa Streit Chief Executive Officer (CEO)
23	Cydcor	cydcor.com	Business Services	144	Vera Quinn, CEO & President	144	Vera Quinn, CEO & President
24	Michelman & Robinson, LLP	mrlp.com	Legal	132	Sanford Michelman, Chairman	64	Dana Kravetz, Firm Managing Partner
25	Whittier Trust Company	whittiertrust.com	Finance	215	David A. Dahl, CEO & President	113	David A. Dahl, CEO & President
26	Raines Feldman LLP	raineslaw.com	Legal	82	Jonathan Littrell, Managing Partner	74	Jonathan Littrell, Managing Partner
27	Century Group	century-group.com	Business Services	79	Ron Blair, President & COO	47	Ron Blair, President & COO
28	Pinner Construction Co., Inc.	pinnerconstruction.com	Construction	85	Dirk Griffin, CEO	59	Venanzio Zavarella, President of Operations
29	Liquid I.V.	liquid-iv.com	Other	170	Mike Keech, CEO	170	Mike Keech, CEO
30	GCX LLC	gcxworx.com	Construction	65	Dominic Penn, Marketing Manager	65	Jarred Walker, Principle-In-Charge
31	AMA Group	amagroupusa.com	Engineering	232	Arthur Metzler, CEO	42	Thomas Morley, Senior Managing Principal



SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	Startr Co.	startrco.com	Advertising/Marketing/PR	15	Monica Guzman Escobar, CEO	15	Monica Guzman Escobar, CEO
2	Clayco	claycorp.com	Construction	46	Bob Clark, Executive Chairman & Founder	46	Ryan McGuire, MBA, DBIA, LEED, BD+C, Executive Vice-President, Shareholder
3	Structural Focus	structuralfocus.com	Engineering	23	Russell Kehl, President	23	Wayne Chang, CFO
4	Smarty	joinsmarty.com	Technology	20	Vipin Porwal, CEO	20	Vipin Porwal, CEO
5	Automus Consulting Inc.	Automus.com	Consulting	25	David Binkley, CEO	25	David Binkley, CEO
6	Konnect Agency	konnectagency.com	Advertising/Marketing/PR	44	Sabina Gault, CEO	39	Sabina Gault, CEO
7	Universal Metro	universalmetro.com	Construction	42	David Triepke, CEO	36	David Triepke, CEO/CFO
8	Lumicity LLC	lumicity.io	Staffing	43	James Gardiner, Managing Director	43	James Gardiner, Managing Director
9	CGI+ Real Estate Investments	cgiplus.com	Real Estate/Renting/Leasing	30	Gidi Cohen, CEO	30	Gidi Cohen, CEO
10	Murphy O'Brien	murphyobrien.com	Advertising/Marketing/PR	33	Karen Murphy O'Brien, CEO & Founder	33	Karen Murphy O'Brien, CEO & Founder
11	Dawson Company	dawsonco.com	Other	49	Ric Serafin, President & CEO	48	Ric Serafin, President & CEO
12	Falcon Wealth Planning	falconwealthplanning.com	Finance	41	Gabriel Shahin, CEO and Principal	41	Gabriel Shahin, CEO and Principal
13	Integrare Group	integrare.la	Construction	34	Noyan Uras, CEO	34	Noyan Uras, CEO
14	Infrastructure Factor Consulting, Inc.	ifactor.com	Engineering	32	Brittany Dianat, CEO	32	Brittany Dianat, CEO
15	Pegnato Roof Intelligence Network	pegonato.com	Other, please list	19	Maryella Pegnato, CEO	18	Maryella Pegnato, CEO
16	Northwestern Mutual Los Angeles	northwesternmutual.com	Finance	36	James Verzino, Managing Partner	36	James Verzino, Managing Partner
17	Cityview	cityview.com	Real Estate/Renting/Leasing	44	Sean Burton, CEO	42	Sean Burton, CEO

# LOS ANGELES BUSINESS JOURNAL

## NAMED **BEST** BUSINESS PUBLICATION ...AND MOST BEAUTIFUL

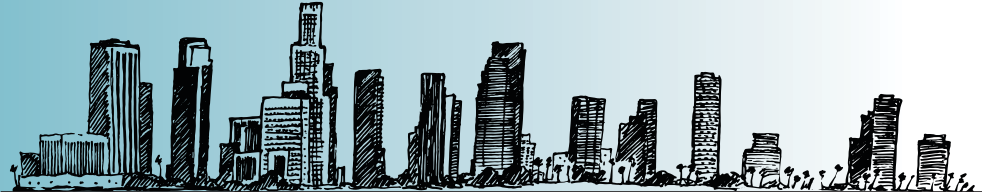


Then again, winning is a habit for us



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LOS ANGELES BUSINESS JOURNAL  
**BEST**  
Places to Work 2023



# A Commitment to People

By ARMEN PETROSYAN

D.Law is redefining the concept of what an employment law firm can be, and it's a true reflection of the vision, values and actions of our stellar team. We pride ourselves on being authentic and approachable as well as knowledgeable, experienced and principled.

Focusing exclusively on employment law and championing the rights of workers, D.Law is based in Los Angeles and serves clients throughout California. Founded by Emil Davtyan in 2015, we have grown to a company of over 100 people in several different departments and disciplines. Our areas of service include wrongful termination, pay and overtime issues, discrimination and harassment, workplace retaliation, leaves of absence, and more.

Helping workers in over 4,000 cases to date, D.Law has successfully helped over 100,000 people collect over \$800,000,000 for the California working class including high-profile class action lawsuits protecting hard-working employees.

The source of our strength and continued expansion is our diverse, dedicated team of smart, hardworking, compassionate people, all focused on bringing justice and fairness to the people we serve. We love working together, having fun together, and sharing the passion of building a great company together.

Our commitment to our people is reflected in the honor of being chosen as one of the "100 Best Places to Work in Los Angeles" for 2023 by the Los Angeles Business Journal, whose criteria for selection includes leadership, corporate

culture, and communications, in addition to several other factors. This honor is especially rewarding as it comes from the confidential assessment of workplace experience by our own professional team.

The D.Law team continues to grow bigger and stronger as we hire top lawyers and staff members, launch local branches across the state, and acquire other employment law firms whose commitment to helping the workers of California complements our own.

Earlier this year, we joined forces with the law offices and staff of industry-leading attorney Kevin T. Barnes, whose company has protected employees and consumers throughout California for the past 35 years, successfully recovering hundreds of millions of dollars in wage-and-hour class action cases.

D.Law founder and managing attorney Emil Davtyan expressed his admiration and appreciation for Kevin's contributions to employment law by saying, "I've admired Kevin ever since the beginning of my career, as we've worked on several high-profile and impactful cases together. Kevin is by far one of the most respected class action lawyers in the United States, and I'm honored that he's entrusted me to continue his legacy. We look forward to launching a new era for D.Law as we continue to help hard-working people who are the backbone of America."

In July, we continued D.Law's expansion through its acquisition of David Yeremian & Associates, a prestigious employment law firm whose passion for bringing justice to the workers of California reflects our own vision and

**D.Law has successfully helped over 100,000 people collect over \$800,000,000 for the California working class including high-profile class action lawsuits protecting hard-working employees.**

values.

Regarding this newest addition to the firm, Emil Davtyan noted, "Our collaboration with David Yeremian & Associates will cement D.Law's ambitious plan to become the biggest and most reputable plaintiff-side employment law firm in California and, one day, nationwide. David and I have known each other for over 10 years, and I could not be happier about us joining forces. He and his team bring a wealth of experience that will help us achieve this goal over the years to come."

By continuing our focused, organic growth while strategically joining forces with the Law Offices of Kevin T. Barnes and David Yeremian & Associates, we are creating a formidable, focused team that can better service our clients and expand our own capabilities. We envision an unlimited number of new cases, new opportunities, and exciting growth coming about thanks to our combined strengths.

As we continue to expand our presence and

power, we're also committed to helping each member of our team grow professionally and personally. D.Law believes a great work-life balance is essential and we strive to create a workspace designed with our team in mind. This includes inspiring art and furniture, areas for recreation and relaxation, and an overall aesthetic that reflects our commitment to the needs of our amazing people.

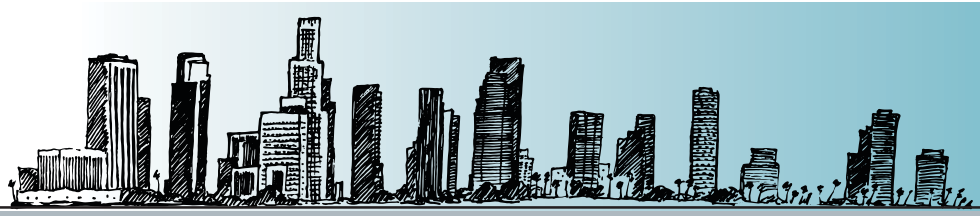
To create space for our continued expansion, we have established our new headquarters in Los Angeles County's San Fernando Valley city of Glendale, with two beautiful campuses located in the hub of the central business district, surrounded by many excellent restaurants, stores, and cultural venues.

Before moving into our new location, we renovated the space with a sleek architectural design, stone flooring, high-grade finishes, and other outstanding amenities to complement the magnificent 360-degree views of the San Fernando and San Gabriel Valleys.

In addition to our Glendale headquarters, which spans close to 25,000 square feet of office space, D.Law also has satellite offices in San Francisco, Oakland, San Diego, Sacramento, San Jose, Long Beach, Anaheim, Fresno, Chico, San Luis Obispo, Lake Tahoe, San Bernardino, Bakersfield, Monterey, and Stockton and giving us the ability to protect workers throughout California.



Armen Petrosyan is the marketing manager at D.Law. Learn more at [d.law](http://d.law).



# Most Employees Would Quit Over Lack of DE&I

A full 81% of workers said they would leave their job if their employer lacked a commitment to diversity, equity, and inclusion in the workplace, while 54% said they would take a pay cut to improve DE&I at work

GoodHire, a leading provider of employment background screening services, recently released “Diversity, Equity & Inclusion at Work: Do Americans Really Care?” The survey asked 3,000 U.S. workers to share their opinions about diversity, equity, and inclusion (DE&I) at work. Results revealed positive feelings around DE&I efforts in the workplace as 75% of all respondents agreed that their employers prioritized making their workplace diverse, equitable, and inclusive, and 72% of workers were convinced that their employers showed a commitment to hiring employees from diverse backgrounds with differing abilities and skill sets.

However, many employees feel more work needs to be done. In fact, 70% of employees in

leadership positions want their organizations to invest more time and resources toward DE&I. The survey breaks down the results further, showing more men than women (57% vs. 48%) expressed a desire for their companies to make a stronger commitment to DE&I.

When it comes to issues and concerns around discrimination and/or harassment in the workplace, nearly half of those in leadership positions said they sometimes, often or quite often face these issues. On the other hand, 64% of all respondents said these things rarely or never occurred.

If the volatile jobs market over the last two years has taught us anything, it's that employees feel more empowered to express their dissatisfaction at work and will do so by quitting. When asked if employees would consider leaving their job if their employer exhibited a lack of commitment to DE&I in the workplace, 81% of all respondents said they would consider it, and 87% of respondents in leadership positions echoed that sentiment.

GoodHire's survey also shows workers are serious about their dedication to DE&I, and value diversity over salary. 54% of respondents said they would consider taking a pay cut to ensure a more diverse and inclusive workplace, and 66% of respondents in leadership positions said the same.



“This show of goodwill by survey respondents tracks with what we witnessed early in the pandemic when many workers said they’d rather take a pay cut than see fellow employees lose their jobs. It’s inspiring to know employees and leaders care about DE&I efforts more than one might have expected,” said Max Wesman, chief operating officer at GoodHire. “I’m hopeful this report will give

organizations incentive to continue investing, or start investing, in DE&I programs that support hiring for a more diverse and inclusive workforce.”

GoodHire is owned and operated by Checkr. To learn more, or to obtain additional information about the survey results and analysis, visit [goodhire.com](https://goodhire.com).



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# HR Professionals Increase Focus on ESG

The events of the past three years—including a pandemic, social strife, and the Great Resignation—have upended the role of the chief human resource officer (CHRO). Now, CHROs are being called on to play a greater part in addressing the environmental, social, and governance (ESG) matters—both the risks and opportunities for companies.

Based on discussions with more than 100 human capital leaders at multi-national companies and regional powerhouses in Europe, Asia, and the US, a new report from The Conference Board reveals the increased pressure on companies to act on ESG issues, and the expanded role of human capital leaders in doing so. CHROs will need to—among other things in the ESG sphere—help shape the corporate voice on social issues, articulate the mission and purpose of their companies, and communicate the company’s people strategy to an increasingly broad set of stakeholders. This has become all the more urgent as companies prepare for upcoming US Securities and Exchange Commission (SEC) requirements to further disclose data on a company’s human capital resources, measures, and progress against objectives.

Additionally, the report also explores the challenges CHROs must navigate to successfully lead remote and hybrid teams and to shape

an organizational culture that both attracts and retains workers.

Insights from the report, “The CHRO’s Role in Navigating the Future of Work,” include:

**CHROs will partner with C-suite colleagues and the board to help shape the company’s voice on social issues.**

*What to expect:*

- As companies navigate the complexities of societal change and demands for transparency, CHROs will partner with C-suite colleagues and the board to help shape the corporate voice on social issues.
- The disclosure of human capital metrics and the shaping of the corporate narrative around people issues for a variety of stakeholders—both internally and externally—will become more critical.
- The ability to work closely with, and benefit from, board directors in their human capital management oversight role will be increasingly important.

*How to prepare:*

- CHROs should follow a consistent framework for their formal and informal communications with stakeholders on human capital management.

“The crises of the past few years have underscored why human capital management matters—it’s an essential part of the overall business strategy, including achieving a company’s ESG goals,” said Rebecca Ray, PhD, executive vice president of human capital at The Conference Board. “Board oversight of human capital management will continue to grow in importance. CHROs will need to ensure that directors understand the organization’s capability to execute the business strategy.”

**The company’s mission and purpose should underpin not only company culture, but guide decisions about the work environment.**

*What to expect:*

- There will be greater intention given to the overall purpose of business as well as strategies used to deliver on that purpose.
- Strong culture—where employees feel included, valued, and respected, as well as connected to something greater than themselves—will create a competitive advantage in both attracting and retaining talent.

*How to prepare:*

- Clearly articulate both the connection to mission and purpose, as well as new cultural norms for creating a respectful workplace.

- Develop a playbook on why an employee needs to follow a specific work model, including clear rationale explaining requirements to be in the office.
- Give employees options for flexibility based on personal needs. By offering flexibility, organizations can meet the diverse needs of their workforce and boost retention.

**Technology and analytics will guide CHROs as they work toward business goals.**

*What to expect:*

- The HR function will have a broader impact on people across the organization (e.g., workforce diversity, predictive analytics) and a sharper focus on business outcomes.

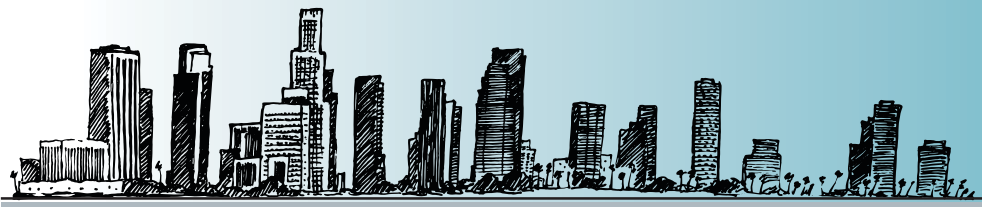
CHROs will leverage technology to track and measure progress on metrics related to human capital.

- Roles within the HR function, such as HR generalists and specialty roles, will become more sophisticated as technology reduces administrative burdens.

*How to prepare:*

- CHROs will need to develop new and wider skill sets, including analytics, business acumen, and high-level strategic skills.
- Leaders should show a greater connection

An advertisement for Horizon Media. The background is a bright blue sky with several palm trees. In the center, there is a logo for 'Los Angeles Business Journal BEST Places to Work 2023' and the 'horizon media' logo. Below the logos, the text reads: 'It's just another sunny day here at Horizon'. Underneath that, it says: 'Congrats to our West Coast team for being named one of Los Angeles Business Journal's 'Best Places to Work' in 2023!'. At the bottom, the website 'horizonmedia.com/careers' is displayed.



between HR processes and business results: Increase efforts to map talent to value, prioritize strategic workforce planning, and leverage the use of technology and analytics to make better people decisions.

- Beyond simply ensuring fair and equitable treatment for all workers and alignment with organizational values, evaluate and refine programs, policies, and actions to foster a culture of inclusion and belonging.

- Clearly define roles and responsibilities, streamline processes, and leverage technology to reduce “friction” in processes for employees.

**CHROs will lead the organization toward a seamless hybrid culture, offering flexibility and upskilling.**

**What to expect:**

- As work-from-anywhere models expand, there will be a premium on the development of tech skills and infrastructure that support flexible teams.
- Workers will need support to be innovative, agile, and resilient.

**How to prepare:**

- CHROs will need to reimagine the physical workspace, investing in and integrating technologies that promote productivity and collaboration.
- Ensure teams are empowered to make decisions about how work gets done to maximize efficient time use and foster agility.
- Hire for specific skill sets, not specific

roles, and make mining internal talent a priority.

- Assess capabilities across the workforce and fill skill gaps by investing in upskilling and reskilling.

**Through successive waves of “black swan” events, CHROs will need to rethink leadership development.**

**What to expect:**

- Successful leaders will need to thrive in virtual and hybrid environments with blended teams.
- CHROs should articulate the core values and principles of the organization to all stakeholders, including the board, teams, customers, and suppliers.
- Leaders will be required to champion agile ways of working, drive digital innovation, and shape organizational culture and talent development.

**How to prepare:**



- Develop authenticity, empathy, and a growth mind-set, coupled with a mastery of HR-related skills such as performance management, coaching, and development.
- Increase the use of skill assessments and analytics to determine and revise criteria for advancement and succession planning.
- Leaders at all levels should be held

accountable for turnover, engagement scores, DEI goals, and other key metrics tied to corporate values and purpose.

*Information for this article was provided by the Conference Board, a member-driven think tank that delivers trusted insights for what’s ahead. Learn more at [conference-board.org](https://www.conference-board.org).*



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# Why the Hybrid Remote Model is So Effective

By KEN SCHMITZ

More and more companies have realized that to keep up with their talent demands and stay competitive in today’s challenging business environment are moving in the direction of offering remote work opportunities. Honestly, it’s about time!

Today’s technology stacks allow businesses the opportunity to see, track, measure, and monitor as if the employee were sitting right next to them.

As a tenured CSO and sales executive, I could never understand why companies typically prefer to burn their monies by not taking their sales cycle as far as they can remotely, before getting on a plane or taking an in-person meeting. In most cases I put the blame solely on bad business practices. The whole idea of profitability is to keep direct costs down. Having a sales professional on the road is expensive, and not necessary for most sales dispositions. I know this because we’ve been involved with six- and seven-figure sales over the phone for decades. Some said it couldn’t be done, which is only true if you have weak talent. This is why author Jim Collins in his book Good to Great states that “good is the enemy of great.” By having the right people on the bus, you can do anything.

Yes, I would agree that there are many benefits to meeting in person, although not to the level and spend that most companies are willing to burn through. It’s also important to offer your talent an effective work-life balance, which most seasoned professionals will choose over the alternative, which may involve more money, but coupled with a higher likelihood of burnout. Unless, of course, an obscene amount of money is being offered, but even that may come at the cost of a healthy work-life balance.

Those companies that are already fore-

runners and ahead of the game in terms of best business practices that include a mix of both virtual, outsourcing stateside and modest in-person meetings, are likely already reaping a whirlwind of benefits and profitability.

With gas prices and inflation at an all-time high, who do you want to work for? Companies employing the hybrid remote work model are more likely in it for the long haul.

Here are some of the key benefits of a hybrid remote work model:

- An overall lowered cost of direct expenses to the sale

- A wider net to cast in terms of recruiting great talent
- Your company will no longer be held hostage by geography and the cash burn certain cities impose. In our experience, the majority of cases benefit most from state-side-based remote operations
- Everything your company could do in a brick-and-mortar multimillion-dollar environment can be done today for a quarter of the cost in a remote environment.
- Implementing the hybrid remote work model will improve your company’s culture by establishing a lifestyle company
- Since you are reducing cost, this will leave budget for more team building, culture improving activities
- When deploying a hybrid remote model, you will lower overall workplace stress

The future workplace is upon us and it is distinctly hybrid in nature. I’m not suggesting that all companies should go 100% virtual, but those that offer a hybrid model are most likely to experience a win-win for the company, simultaneously retaining talent while strengthening the bottom line.

Ken Schmitz is chief strategy officer and managing partner of SalesFish. Learn more at [salesfish.com](https://salesfish.com).

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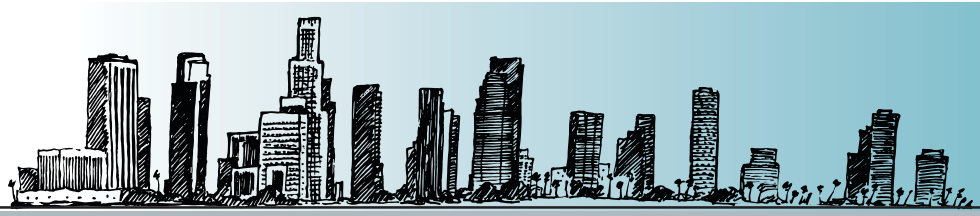
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# Companies with Greater Gender Diversity Deliver Better Overall Employee Experiences

Advantages are most apparent when at least one-third of promotions go to women

Companies with practices that support greater gender diversity are rated more effective by their employees across a range of topics than those that do not, according to an analysis by leading global advisory, broking and solutions company Willis Towers Watson. Additionally, companies that offer supportive family services and health education programs for women provide better environments for finding work/life balance and managing workloads.

The analysis links diversity practices with opinions from 1.7 million employees surveyed by Willis Towers Watson at 32 major companies that are included in the 2019 Bloomberg Gender-Equality Index (GEI). The employee attitude data are integrated with Bloomberg data on gender-related programs and practices to examine linkages between gender-diversity policies and employee opinion. The GEI tracks the financial performance of companies that are

committed to advancing women in the workplace through disclosure of gender-related data.

Among the key findings from the analysis:

- Companies that grant a higher percentage of promotions to women generate more favorable employee views, especially opinions of senior leadership. The advantages are most apparent when at least one-third of promotions go to women.
- Companies with more women among their most-compensated staff have more favorable employee attitudes, especially for opinions of career development. The advantages are most apparent when at least one-third of women are among the top 10% highest compensated executives.
- Offering family-supporting and health-enriching benefits, such as adoption assistance and women's health education, are linked with more favorable views of work/life balance and the ability to manage workloads.

"We are seeing more and more companies making gender diversity and equality a top priority, and rightfully so," said Laura Sejen, managing director, human capital and benefits, Wil-

**'Companies that are making a push toward gender diversity are experiencing a meaningful and positive impact on employee attitudes toward leadership, career development and other aspects of the workplace.'**

LAURA SEJEN  
Willis Towers Watson

lis Towers Watson. "As our analysis shows, even small steps can make a difference. Companies that are making a push toward gender diversity are experiencing a meaningful and positive impact on employee attitudes toward leadership, career development and other aspects of the workplace."

"The results from this study echo what we have learned through our work with the GEI: Diversity is good for business," said Kiersten Barnett, global head of the Gender-Equality Index. "Disclosure not only pushes each organization to take a data-led approach to their own practices but also inspires other employers to do the same across the broader inclusion and diversity spectrum."

With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries and markets. The company designs and delivers solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Learn more at [willistowerswatson.com](http://willistowerswatson.com).

Bloomberg's enterprise solutions build on the company's core strength: leveraging technology to allow customers to access, integrate, distribute and manage data and information across organizations more efficiently and effectively.

For more information on Bloomberg or the Gender-Equality Index, visit [bloomberg.com](http://bloomberg.com) or [bloomberg.com/gei](http://bloomberg.com/gei).

# Best Places to Work 2023



# Focusing on Consequential Accountability to Achieve Diverse Leadership

To achieve and sustain diversity among leadership benches, HR organizations must adopt consequential accountability, which meaningfully impacts behavior and outcomes for individual leaders, according to Gartner, Inc. Despite mounting external and internal pressures to prioritize and make demonstrable improvements on diversity, equity, and inclusion (DEI), many organizations continue to struggle to make real and rapid headway.

The Gartner Leadership Progression and Diversity Survey of 3,500 employees revealed that organizations that embrace consequential accountability will reach gender parity 13 years earlier and racial parity 6 years earlier in their leadership benches. Consequential accountability integrates DEI measures into leaders' performance evaluation processes to ensure that there is mutual understanding of, and commitment to, DEI as a strategic priority.

"Consequential accountability ensures that senior leaders make meaningful progress against their DEI goals in order to progress in their organization," said Leah Johnson, vice president, advisory, in the Gartner HR

practice.

HR leaders cite a lack of diversity in the pipeline as the top challenge to diversifying the leadership bench. While many organizations have attempted to address this by investing in recruiting diverse talent, particularly entry level employees, Gartner analysis shows progression of underrepresented talent stalls in mid-level and senior level positions. Ultimately, talent progression comes down to the decisions and behaviors of senior leaders.

Implementing consequential accountability to diversify the leadership bench requires HR to work with business leaders across the organization on three key areas:

**INFORM LEADER DECISION-MAKING**

Many HR organizations offer unconscious bias training to their employees to reduce workplace bias and help leaders think differently about talent and diversity. However, Gartner research has found this has no significant impact on ensuring an organization's performance management processes are unbiased.

HR must take a two-pronged approach to address how leaders make decisions:

- First, organizations must redefine criteria leaders use to make talent decisions with a focus on eliminating bias to drive equitable talent decisions.
  - Second, HR leaders should integrate objective data into talent processes around leaders' key decision-making moments, such as evaluating candidates for a promotion or analyzing the health of succession pools.
- CUSTOMIZE STRATEGIES**
- Progressive organizations are both contextualizing and localizing their DEI goals, strategies and action plans. HR should partner with local and/or business unit leaders to first identify diversity gaps in their talent pools and progression tracks to uncover unique challenges or concerns that may prevent them from taking action on DEI goals. HR should then establish localized DEI teams to support business leaders as they implement their own DEI solutions.
- REQUIRE OUTCOMES FOR LEADER ADVANCEMENT**
- "When leaders are not held accountable

for advancing DEI goals, yet are personally responsible for advancing talent, this creates a disconnect," said Caitlin Duffy, research director in the Gartner HR practice. "Consequential accountability helps close these gaps in an accelerated and sustainable way by increasing personal urgency and relevance for leaders."

HR leaders should work closely with business leaders to develop organization-wide DEI strategies that are mutually understood and elevate DEI outcomes to the same priority as other business goals. Specifically, HR should implement the following three tactics:

- Create standardized mechanisms to monitor and track leaders' progress against individual DEI goals.
- Establish peer-to-peer leader transparency around DEI measures to motivate individuals toward action.
- Integrate DEI measures into performance evaluation processes to ensure leaders' advancement in the organization requires them to lead inclusively.

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# Inclusion is the Key to Curb Female Employee Retention

Throughout the pandemic, women quit their jobs at significantly higher rates than men, largely exacerbated by the levels of burn-out in women across the workforce. As part of Bain & Company’s study last year, *The Fabric of Belonging: How to Weave an Inclusive Culture*, the firm surveyed more than 4,500 women—in seven different countries and across all levels of their organizations—to learn about how they think and feel about inclusion in the workplace. The firm found that, on average, only 25% of women feel fully included in the workplace.

A focus on inclusion is necessary to creating a meaningful difference in attracting and retaining women workers across industries. According to Bain’s new research, women who feel fully included are 11 times more likely than those who do not to be promoters of their companies, a key indicator of employee engagement and company results. On the flip side, women who feel excluded at work are three times more likely to quit than those who feel included in the workplace. Additionally, the firm found that inclusion is an integral part of successfully recruiting women, with more than 60% of the women in Bain’s sample citing an inclusive

environment as important in a new job—as well as for retaining them.

“Inclusion is one of the most important factors in hiring, engaging and retaining women in the workplace,” said Bianca Bax, partner in Bain & Company’s Diversity, Equity and Inclusion practice.” To weather the impacts of the Great Resignation, it is critical for employers to get a deep understanding of their organization’s talent—in this case women—by listening to their stories and incorporating the nuances to increase their feelings of inclusion and, in turn, enabling them to thrive.”

Some of the specific behavioral enablers that increase inclusion for women—at least more than for men—include empathy, and open and honest communications. To further understand the most successful change efforts needed to improve inclusion and foster gender equity in the workplace, Bain has outlined a clear path for organizations to overcome complexity:

**1. Start with C-level commitments to making these improvements.** This includes spearheading the case for change, ensuring that the leadership team, and eventually the whole organization, understand the value to be unlocked

According to Bain’s new research, women who feel fully included are 11 times more likely than those who do not to be promoters of their companies, a key indicator of employee engagement and company results.

by advancing gender equity.

**2. Understand intersectionality and apply intersectional lenses to data about your organization.** Companies must look past women as a whole, and instead, look at specific groups of women through additional intersectional lens, taking into consideration other factors such as race or ethnicity, geography, and tenure or place in the organization. This will reveal what actions will most effectively increase inclusion for the various groups within the greater group

of women employees.

**3. Focus on behaviors that increase inclusion for women employees generally.** Companies should embrace the value of growth opportunities and feedback for all, train leadership and others to recognize biases, sponsor women throughout the organization and show them clear career paths.

“Some industries, such as financial services, are severely lagging behind on their path towards inclusion for women, with 43% of women in financial services having experienced inappropriate language, insults or bullying in the workplace,” said Nishma Gosrani, partner in Bain & Company’s Financial Services practice. “These industries, in particular, should use the progress made to date as further momentum for the path ahead, increasing inclusion for their women employees that will help create broader gender equity in society overall.”

*Information for this article was provided by Bain & Company, a global consultancy that helps the world’s most ambitious change makers define the future. To learn more, visit bain.com.*

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# Developing a Plan for Recruiting Gen Z Workers

As US job openings continue to reach historic highs, companies urgently need Gen Z workers. And according to a new study, the businesses that win them—and keep them—will be the companies that put a laser-like focus on understanding what matters most to them.

The Conference Board report explores the most important motivations of Gen Z, a cohort that is expected to represent nearly a third of the workforce by 2025.



Based on interviews with more than 100 Gen Zers, they place the biggest premium on five critical values: adequate compensation, control, safety and wellness, growth, and purpose. While these objectives are important to all generations of employees, for Gen Zers, they are imperatives.

The report also explores what makes Gen Z—those born in 1997 or later—a force to be reckoned with. Unlike previous generations, their comfort with evolving technology and using social media to amplify their concerns makes them unique. Also influencing their views, Gen Zers completed their education remotely and started their careers during especially turbulent times—the COVID-19 pandemic, extraordinary economic uncertainty, geopolitical turmoil, and deep societal unrest.

The insights in the study reflect virtual focus groups and online polls with Gen Z workers—both hourly and knowledge workers—between November 2022 and January 2023.

To best attract, engage, and retain Gen Zers, companies should:

**Reevaluate starting salaries and increase pay transparency.**

- Gen Zers readily share salary information with one another both via social media and in

person.

- Gen Zers view adequate compensation as a matter of both respect and equity.

**Give them as much flexibility as possible over where and when they work.**

- For knowledge workers, this can mean the opportunity to work remotely at least some of the time.
- For hourly workers, it can mean having some say in the shifts assigned to them and knowing their shifts well in advance so that they can plan for personal commitments.
- Gen Zers still crave in-person interactions though. Consider flexible work environments supplemented with opportunities for in-person interaction such as periodic in-person team meetings, team-bonding activities, and networking meetups.

“Many Gen Z knowledge workers finished their education and started their careers on virtual platforms during the pandemic. For them, hybrid work is the expectation,” said Robin Erickson, PhD, vice president of human capital at The Conference Board. “Business leaders should discuss the importance of schedule flexibility and hybrid work with the entire C-suite to ensure their buy in and update policies

about where and when work is accomplished to optimize worker autonomy and control.”

**Provide opportunities for development—both internal and external.**

- In the wake of the Great Resignation, many Gen Zers noted that a lack of growth opportunities would be a reason to leave a job.
- Employees and managers should work together to create personalized career pathing plans and transparently discuss growth opportunities, both within the company and externally.
- Establish how each job contributes toward career advancement and how roles and responsibilities will evolve in the future.
- Offer workers opportunities and resources to develop skills that are not only relevant to their desired career advancement, but also support long-term employability in a shifting work landscape.
- Assign workers to projects that align with their professional interests and provide stretch assignments.
- Encourage workers to take risks by creating a failure-tolerant culture: analyze failures and celebrate small successes.
- Employers should also create opportunities for workers to network with senior staff,



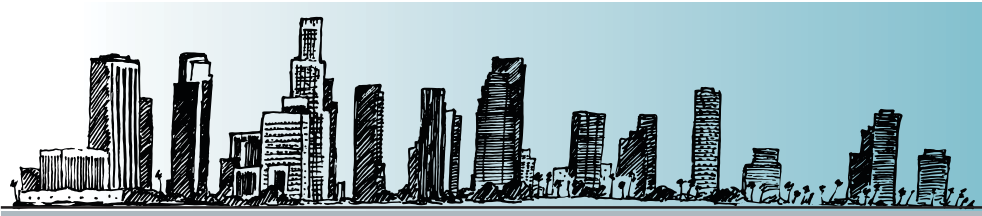
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shadow high-level projects, and tackle independent projects.

“Many Gen Zers say adequate compensation isn’t enough to stay with a company—they need opportunities to learn and grow,” said Barbara Lombardo, PhD, distinguished principal research fellow and program director at The Conference Board. “Organizations must make sure these opportunities are not only available but are clearly communicated. Employees need to know they’ll be able to build and advance a career at the company—because for many of them, finding a new job is not difficult given the current labor shortage.”

- Develop a culture of safety and wellness that genuinely supports employees while on the job and respects their boundaries beyond the workplace.**
- Gen Zers want their employers to help support their physical and psychological safety and their pursuit of mental and physical wellness.
  - For workers in customer-facing roles, this can mean support when faced with customer hostility, which has increased significantly since the onset of the pandemic.
  - Many expressed concerns about corporate cultures that expect them to sacrifice their personal life for their careers.
  - Survey employees’ well-being to ascertain mental health wellness and seek feedback on established policies and benefits.

**Ensure leaders are living the**

**‘Many Gen Z knowledge workers finished their education and started their careers on virtual platforms during the pandemic. For them, hybrid work is the expectation.’**

ROBIN ERICKSON, PhD  
The Conference Board

- organization’s values in how they communicate with and treat employees.**
- Organizational mission, values, and purpose are high priorities when choosing an employer for many Gen Zers, and many said they would leave a job if their employer’s values did not align with their own.
  - Leaders and managers need to set expectations and help their employees understand the organizational impact and importance of the work they do.
  - Allowing Gen Zers to take ownership of their tasks and giving them autonomy to make decisions will also help them feel invested in the outcome of their work.

*Learn more at [conference-board.org](https://www.conference-board.org).*



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# Training Program Initiative Seeks to Increase Number of Women in Construction

Funds will help remove barriers to women, non-binary and underserved populations entering building and construction trades in California

Late last year, The California Department of Industrial Relations (DIR) and its Division of Apprenticeship Standards (DAS), on behalf of the Labor & Workforce Development Agency, announced the availability of \$25 million in funding to improve access to training and employment opportunities for women, non-binary and underserved populations within the building and construction trades. The Equal Representation in Construction Apprenticeship (ERiCA) grant funds will be used to cover childcare costs and improve outreach.

“The money from this grant will help remove obstacles to entering this industry,” said DIR director Katie S. Hagen. “When we spoke with women in construction, they told us childcare costs were one of the biggest barriers

to working in the trade. We want to encourage organizations to utilize this funding to remove barriers, support parents and get creative in reaching out to these historically underserved groups in the construction trades.”

The grant aims to help organizations that are already working to assist women, non-binary and underserved communities to enter the construction trades. Community-based organizations, local education agencies, workforce boards, unions and other organizations that support equity in the construction industry are eligible to apply.

“In California, women and non-binary individuals make up only 3.5 percent of active apprentices in the building and construction trades,” said Labor Secretary Natalie Palugyai. “When we stop to think about why, it’s in large part because construction is widely viewed as a man’s job. We want to change that. By providing childcare supportive services and expanding our outreach to new and underserved populations, we will support access and equity in the construction industry, while also helping to meet its urgent need for skilled workers.”

California has invested significantly in

apprenticeship via the 2022-2023 state budget including an additional \$15 Million to augment the 2021-2022 investment of \$15 Million into a Women in Construction Priority Program at DIR.

The grant funds complement the recently released Advancing Apprenticeship in California: A Five-Point Action Plan to expand the state’s number of apprentices to a half-million by 2029 with equity at the center of that strategy.

The Department of Industrial Relations’ Division of Apprenticeship Standards consults with employers to develop a skilled workforce, by establishing innovative apprenticeship programs that offer training, to create viable career pathways for Californians.



The California Department of Industrial Relations, established in 1927, protects and improves the health, safety, and economic well-being of over 18 million wage earners, and helps their employers comply with state labor laws.

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# US SBA Awards New Regional Grants to Spur Innovation

Administrator Isabella Casillas Guzman, head of the US Small Business Administration (SBA) and the voice for America’s 33.2 million small businesses in President Biden’s Cabinet, announced additional grants designed to create or sustain innovation initiatives and high-quality jobs through consortiums of regional businesses known as regional innovation clusters. The new grants, totaling \$319,000 and \$240,800, will go to two new small business innovation clusters in Oregon and Mississippi, respectively, adding to the portfolio of communities, including Los Angeles, that the agency supports through its Regional Innovation Clusters (RIC) initiative.

“America is home to the world’s best innovators, and these new grants to support technology advancements in shipbuilding in Mississippi and agriculture in Oregon will accelerate the creation of new ventures and jobs,” said Administrator Guzman. “I am proud to expand SBA’s Regional Innovation Clusters as they deliver significant and positive economic outcomes in local, and especially underserved communities.”

“NVision looks forward to growing the Unmanned Coast cluster in the central Gulf of

Mexico Region,” said NVision Solutions Inc., president and CEO Socorro Harvey. “The SBA Regional Innovative Cluster initiative will be an incredible catalyst for the rapidly growing autonomous sea systems sector in the Gulf South that combines our legacy of shipbuilding with cutting-edge engineering driven by the local US Navy, NASA, and NOAA presence to serve an \$11.3 billion US market.”

“We are thrilled at being selected as the newest RIC,” said Alex Paraskevas of rural innovation catalyst, AgLaunch in Oregon. “It allows us to expand our existing work based on the AgLaunch model, which places farmers at the center of innovation and economic development. It helps us build on the strengths of other AgLaunch regional clusters and to expand the Farmer Network in Oregon. Most importantly, it helps us leverage Willamette Valley’s preeminence in specialty crop production and infrastructure to create, refine, and deploy better tools for farmers and agribusinesses.”

The addition of these two new clusters raises the total number of SBA-supported clusters to 14.

One of the existing clusters is Larta, Inc,

*‘The SBA Regional Innovative Cluster initiative will be an incredible catalyst for the rapidly growing autonomous sea systems sector in the Gulf South that combines our legacy of shipbuilding with cutting-edge engineering.’*

ALEX PARASKEVAS, AgLaunch

based in Los Angeles, with a focus on bioscience and healthcare.

The clusters exist to help small businesses thrive through purposeful, strategic, and focused economic development. Working together as networking hubs to maximize their resources, RICs enable small businesses to compete on a larger scale. These new clusters will attract, create, and grow new business startups throughout several regions, expanding the connectivity of technology and promoting business formation while fostering innovation, commercialization, business acceleration, mentorship, and sustainability.

The US Small Business Administration helps power the American dream of business ownership. As the only go-to resource and voice for small businesses backed by the strength of the federal government, the SBA empowers entrepreneurs and small business owners with the resources and support they need to start, grow, expand their businesses, or recover from a declared disaster. It delivers services through an extensive network of SBA field offices and partnerships with public and private organizations.

To learn more, visit [sba.gov](https://www.sba.gov).

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