

# BEST

## Places to Work



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# BEST

## Places to Work



## The Best Places to Work in Los Angeles: A Look at the Winners

THE 10th annual “Best Places to Work in Los Angeles” luncheon and awards celebration was hosted by the Los Angeles Business Journal at the J.W. Marriott at LA Live on Tuesday, August 16<sup>th</sup>. The event saluted companies that, according to the people who work for them, are the most successful in business *and* in nurturing their own.

Each company profiled here has its own special methods of elevating morale and team spirit to new heights, but one thing that is common among all of them is a commitment to the concept that employees’ well-being directly impacts a company’s well-being—in the eyes of the public, its business partners, customers and shareholders.

This year, the Los Angeles Business Journal once again partnered with Best Companies Group to identify the top 100 companies that were honored. Best Companies Group was also responsible for the survey and analysis process for the Best Places to Work in Los Angeles Program. Their description of “How We Did It,” outlining the analytical process utilized is detailed in this special supplement.

Across the pages that follow is a snapshot view of the Best Places to Work in Los Angeles, broken down by size of company – Large (250 or more employees), Medium (50 to 249 employees) and Small (15 to 49 employees).



Over 500 people attended to support and celebrate the top 100 Best Places to Work in Los Angeles.

### The Best Large Companies to Work for in Los Angeles

#### 1. WEST MONROE PARTNERS

West Monroe is a progressive business and technology consulting firm that partners with dynamic organizations to reimagine, build, and operate their businesses at peak performance. The team of more than 650 professionals is comprised of an uncommon blend of business consultants and deep technologists. This unique combination of expertise enables the company to design, develop, implement, and run strategic business and technology solutions that yield a dramatic commercial impact on our clients’ profitability and performance.

One of the reasons West Monroe was placed on the top spot of the Best Companies to Work For list this year is that it cares about its employees’ career equity and it’s not just lip service. There is a genuine desire from the company to put people on projects they care about, give people stretch assignments, and develop the next generation of leaders. West Monroe employees actually look forward to meetings, believe it or not. Specifically the quarterly all-hands meetings, where everyone gets to bond with their coworkers, recognize their successes and plan their future together. Always about encouraging a balanced and fulfilling lifestyle, the company even offers a Fischer Fellowship program that sponsors employees to go on 3-6 month volunteer missions.

#### 2. PARIVEDA SOLUTIONS

Pariveda Solutions, Inc. is a leading management consulting firm delivering strategic services and technology solutions.

Pariveda provides strategic consulting and custom application development solutions in areas such as mobility, cloud computing, data, portals and collaboration, CRM, custom software, enterprise integration and user experience.

Celebrating each other’s achievements is a part of the company culture at Pariveda. When employees have been with the company for 10 years, everyone gathers together and has a special company dinner together to celebrate their accomplishments. Also, e-mails for “delivery success” are sent to the entire company and each employee who took part in making the delivery a success is recognized in the e-mail. And there’s no shortage of fun either. *Espirit de Fin* puts on three events per month, two smaller events and one large event. Examples include beach days, bowling outings, happy hours, game nights, *Paint N Sip* events, and more. Another event that was popular with employees has been spending the day at Lee Elementary School teaching kids that being healthy can be fun! Events with the kids included relay races, painting, smoothie making, *Pinto Bean-go* and more! Employees have been known to be seen enjoying a little friendly competition racing boats at the park!

#### 3. DPR CONSTRUCTION

DPR Construction is a unique technical builder with a passion for results. Ranked in the top 50 general contractors in the country over the last 17 years, DPR is a forward thinking organization specializing in technically challenging and sustainable

projects for the advanced technology, healthcare, life sciences, higher education and corporate office markets. With the purpose of “building great things” and core values of integrity, enjoyment, uniqueness and ever forward, DPR is a company of high achievers with a point of view based on respect for the individual and a belief that it can change the world.

At DPR, employees are regularly rewarded for their efforts. Each employee can earn DPR Points for ideas and accomplishments, and use the points to purchase various items from the DPR Store. The company also stages regular “Phantom Stock Award Appreciation Dinners” honoring tenured and milestone-achieving employees. Employees are honored with “Reaching a Milestone” (RAM) Awards for 5, 10, 15, 20, and 25 years of service. The company’s collective desire to be the best drives it ever forward in performance and customer satisfaction, and the organization’s financial success enables each employee to work smarter, reward and grow fellow employees, and use the latest technologies to deliver unparalleled, sustainable results.

#### 4. AMOBEE

Amobee is a leading global marketing technology company with more than 500 employees across 20 offices worldwide and serving over 1,000 advertisers across the US, APAC, and EMEA regions. Amobee’s clients include Lexus, Microsoft, evian and FIAT, among others. The company provides employees with a flexible work

environment with flexible working hours and telecommuting options. It also endeavors to recognize employee contributions on a consistent basis through a variety of recognition programs. Employees also appreciate the premium health plans at little to no cost for employees and their families, including same-sex and opposite domestic partners.

#### 5. TRACE3

Trace3, a pioneer in business transformation solutions, empowers organizations to lead their market space by keeping pace with the rapid changes in IT innovations ensuring relevance to specific business initiatives required to maximize revenue generation by leveraging the latest Silicon Valley, cloud, big data and data center technologies maximizing organizational health. Employees at Trace3 love the *Spiffing Program*, a peer recognition program that allows one employee to comp another employee for a good job done, as well as the *Trace3 Secret Sauce Awards* – featuring the coveted presentation of an actual jar of homemade Trace3 sauce.

#### 6. HKS ARCHITECTS, INC.

HKS Architects, Inc. is a leading architectural design firm. Since 1939, HKS has completed projects in more than 1,742 cities and 88 countries. The firm operates from 25 worldwide offices and is consistently ranked among the top firms in volume of architecture. But it’s not just about volume of work. HKS collaborates with each client to evaluate



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transformational concepts that improve operational effectiveness, facility planning and building construction. HKS staff members consistently comment on how they feel valued at HKS – from its “Beer Friday” employee social activities and hugely successful annual Christmas Party to the innovative employee community involvement and wellness programs and regular company lunches.

### 7. ALSTON & BIRD LLP

Alston & Bird provides legal counsel and services on a global basis to domestic and multinational clients across a broad range of industries. Its mission is to provide the highest-quality legal advice and responsiveness by assembling and nurturing the strongest array of legal talent and experience. A critical component of ensuring that the firm provides effective and integrated services is its unique culture, which has been repeatedly recognized for fostering teamwork among its lawyers and with clients. Among other things, employees appreciate the opportunity to leverage the company concierge: from hugely popular discounted ticket programs to errand running, this service offers a wide range of direct and referral services to save employees time, energy, and stress.

### 8. HARBOR DISTRIBUTING LLC

Harbor Distributing is a great example of a company committed to growing its business and people, exceeding its suppliers’ expectations, working smarter than its competitors and contributing to the communities in which it operates. Harbor Distributing delivers 21 million cases of beverages to over 5,600 customers each year. Employees love the engaging corporate culture, which includes employee of the month awards every month for each department; “Cheers” cards that anyone can give to recognize a employee based upon Harbor’s culture and values; and regular drawings where a couple of employees from each department get to go on a fun trip.

### 9. ROTH STAFFING COMPANIES

Roth Staffing Companies makes life better for people by creating remarkable experiences. The company uses the staffing industry as a platform to do good things for others. Roth Staffing does good things for its employees too – offering the only 9/80 flex schedule in the industry. Employees can choose to work nine longer days in two weeks and receive every other Friday off. The Roth “Pride Portal” houses a robust reward and recognition program, a health program, and a community giving tracker all in one place. Coworkers can accrue reward points and redeem them for fun items in an online store, such as iPads & FitBits.

### 10. CBIZ MHM, LLC

This tax specializing accounting leader’s employees really enjoy the fun events the firm hosts outside the office, such as an annual summer picnic, happy hours and bowling events. The firm’s management works hard to provide a variety of events that will appeal to the wide spectrum of interests of the group. For example, there is a popular company softball team, which has been active for over a decade and has won the league championship multiple times! CBIZ provides dinner four

nights a week and lunch on Saturdays during the firm’s distinct busy seasons, as well as a bounty of fresh fruit every week.

### 11. DUN & BRADSTREET

Dun & Bradstreet Credibility Corp. is the leading provider of credit building and credibility solutions for businesses. While its ideas are novel and the company is innovative, its roots are steeped in tradition, woven into the fiber of corporate America and a credit reporting industry dating back to 1837. To this end, the company is entrepreneurial in spirit and practice. Employees love the company “Hackweek.” Hackweek is Dun & Bradstreet’s inner office competition where developers hack away for a week on group projects. Rewards are given to the winning projects (ipads, gift certificates, cash) as well as food and entertainment provided throughout the week.

### 12. MOSS ADAMS, LLP

Moss Adams LLP provides accounting, tax, and consulting services to public and private middle-market enterprises in many different industries and high net worth individuals. The employees know their company cares from day one forward. Moss Adams shows this by providing personalized trainings and onboarding, to creating a fun and rewarding environment featuring all-expenses paid trips to Palm Springs, happy hours, Hollywood Bowl trips, and holiday parties. Moss Adams also strives to incorporate balance in all of its employees’ lives, providing five weeks of PTO and flexible work arrangements to accommodate doctor appointments, school plays, and other personal commitments so they do not miss out on life’s precious moments.

### 13. PCL CONSTRUCTION SERVICES, INC.

The PCL Family of Companies are construction leaders in buildings, civil infrastructure and heavy industrial markets. They are more than builders. They are construction partners who are passionate about what they do and their partners’ success. Employees pride themselves on being solution providers. As construction leaders, PCL employees demonstrate a commitment to safety, quality, and sustainability. What binds people together at PCL, regardless of jobs or personal characteristics, is a shared set of core values: honesty, integrity, respect, passion, and the development of a dynamic culture where everyone can learn, teach, improve, and add value for clients. Also, the employees are part owners of the company!

### 14. PROTIVITI

Protiviti is a global consulting firm that helps companies solve problems in finance, technology, operations, governance, risk and internal audit. Protiviti and its independently owned Member Firms serve clients through a network of more than 70 locations in over 20 countries. Employees receive unique perks that are relevant to their jobs. For example, the company offers a global innovation program, which allows and encourages employees to share our ideas, knowing that management is listening. There is also flexible workplace and workday options for employees. Also, because employees spend much of their time

in the field, the company hosts a number of team-building events and activities that keep camaraderie strong.

### 15. EDMUNDS

Edmunds.com is a car-shopping website committed to helping people find the car that meets their every need. Edmunds.com is transforming the car shopping experience and working to make it easier for car shoppers to buy and for dealers to sell. The company’s “Results Only” work environment is always the #1 satisfier in its regularly conducted employee satisfaction surveys. Edmunds.com gives employees the flexibility to manage their work and personal time as long as they’re achieving their job results. The staff also loves their unique office environment featuring bi-weekly happy hours, free breakfast and lunch, snacks readily available and freshly popped popcorn daily, massages, game room, and exciting events all year.

### 16. EVERBRIDGE

Everbridge is a global provider of enterprise SaaS applications to automate processes for information exchange to keep people safe and businesses running. During critical situations, over 2,700 enterprise customers rely on the Everbridge platform to quickly and reliably construct and deliver contextual notifications to millions of people at one time. Company morale is high as well, in no small part due to programs such as Everbridge’s “Make a Difference” program, which empowers employees to recognize other employees. Employees also enjoy the every-Thursday happy hours and monthly “lunch n learn” educational classes.

### 17. INSPIRITY

Inspirity, a trusted advisor to America’s best businesses for more than 30 years, provides an array of human resources and business solutions designed to help improve business performance. The company’s own performance is surely enhanced in large part due to the way it treats its employees. Inspirity recognizes its employees’ outstanding accomplishments, both at work and in the community, with monthly/quarterly/yearly achievement awards. Each staff member also receives 12 hours of paid volunteer time per quarter to invest in the local communities. The company also offers a generous annual incentive program based on corporate, division and individual goals.

### 18. BLACKLINE

BlackLine Systems is the premier provider of software designed to automate and control the entire financial close process. BlackLine delivers its application over the internet through our SSAE 16 Certified and SOC1 BlackLine OnDemand Software as a Service (SaaS) offering. This offering is specifically designed for tracking and completing balance sheet account reconciliations. As for its employees, BlackLine’s Performance Bonus Program and generous 401k matching program are reflections of how staff is celebrated at the company. BlackLine even offers a work from home options every other Friday to help with life/work balance.

### 19. HORIZON MEDIA, INC.

Horizon Media, Inc. is the largest and fastest growing privately owned media

services company in the world. One of the greatest things about working at Horizon Media is company’s particular focus on employee wellness, including extensive health and wellness offerings focusing on mind/body. Other groups exist for the sole purpose of creating activities in the spirit of collaboration, teamwork, exercise and fun. The company also provides its employees with a robust paid time off policy, encouraging employees to disconnect and recharge, but also to explore, and enhance existing philanthropic partnership events, and initiatives and to customize and/or personalize their own.

### 20. SLALOM

Slalom designs and builds strategies and systems to help its clients solve some of their most complex and interesting business challenges. The Slalom consultants wake up each day excited to help bring the big ideas of their clients to life. Every individual who joins the company becomes part of its fabric, weaving their talents and perspective to the greater whole of who Slalom is. The company holds an annual retreat for its employees and their guests. The intention of this weekend getaway is to provide the team time to reconnect and recharge and includes lodging, meals, and activities.

### 21. OPENX TECHNOLOGIES INC

OpenX is a global leader in digital and mobile advertising technology. The company creates highly efficient, high quality programmatic advertising markets that deliver optimal value to buyers and sellers and evolve rapidly to support the growth of the digital economy across screens and formats. OpenX’s unified monetization platform combines an ad server and a real-time bidding ad exchange to deliver the highest revenue across every digitally connected screen. Employees enjoy the ping-pong and FIFA tournaments, free lunches, 401(k) match program and unlimited vacations.

### 22. BOINGO WIRELESS

Boingo is a market leader in technologies that fuel today’s connected lifestyle. The company’s Wi-Fi, DAS and cellular networks reach more than a billion people each year – at airports like LAX, JFK, London and Dubai, in stadiums and universities like Soldier Field and the University of Arizona, throughout complexes like the World Trade Center, and on military bases worldwide. Every day, the Boingo team is tackling challenges and pioneering solutions that have never been done anywhere else. For employees, the company offers a highly collaborative work environment with cross company activities such as hackathons, Women at Boingo events, a tennis match against the CFO, and other fun activities.

### 23. HULU

Hulu provides online streaming of entertainment content including television programs and movies. It’s also a great place to work, with fully stocked kitchens (snacks, beverages, healthy options); multiple game rooms (ping-pong, billiards, shuffleboard); frequent team development and/or morale events and a flexible vacation policy. The

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# hulu

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company also has a strong sense of community – both internally and externally. Employees are proud to participate in an array of community service and give back events and opportunities – both onsite and offsite – tied to various causes. Good at helping it's people maintain a balanced life, Hulu even offers onsite cooking and yoga classes.

### 24. CRESA LOS ANGELES

Unlike traditional commercial real estate firms, Cresa exclusively represents corporate clients, and provides total process management, serving as each client's long-term real estate advisor. Aside from the rewarding work environment and motivating atmosphere, employees are fond of the company's commitment to community service. For example, Cresa has annual company-wide community service events planned before each Spring meeting. The corporation picks 3-5 charities per year to benefit from the Spring Meeting fundraiser. The company sponsored bowling and pool parties are a big hit too!

### 25. JLL

JLL is a professional services and investment management firm offering specialized real

estate services to clients seeking increased value by owning, occupying and investing in real estate. Employees love the organization's strong leadership and a company culture that promotes a collaborative team environment and an "open door" policy. JLL offers a variety of flexible work arrangements to help promote a reasonable work/life balance. Also, the company is set up with an open floor plan which fosters a collaborative work culture where everyone is generally friendly and available to help, and not too "corporate" or uptight.

### 26. ELECTRONIC ARTS / DICE LA

Electronic Arts Inc. is a leading global interactive entertainment software company. EA delivers games, content and online services for Internet-connected consoles, personal computers, mobile phones and tablets. Employees enjoy the company's dedication to their personal growth. For example, EA hosts regular Lunch & Learn programs – studio wide sessions in which developers or external speakers share their craft and knowledge with everyone. Another morale booster is EA's propensity to give back by evangelizing game development at schools and universities, encouraging young

talent to join the exciting industry EA is a leader in.

### 27. KEENAN

Keenan provides innovative insurance, risk management and administrative services designed to meet the needs of California public schools, cities, counties and special districts and health care organizations. Among the perks that employees enjoy is the company's volunteer time off policy – which entails two paid days to provide service to non-profit organizations. Also popular among people that work at Keenan are the annual company picnics, fun wellness challenges year round that feature great prizes, and a new onsite self-service healthy food market. Keenan also runs an "Impact Day" when every employee takes part as a group to complete various community service projects during the Annual Meeting.

### 28. BROOKFIELD

Brookfield Office Properties is a global office property company that owns, manages, and develops premier assets in the world's most dynamic and resilient markets. The company's signature properties define the skylines of dynamic cities around the globe. With high occupancy levels, long-term leases,

a disciplined and experienced management team and financing structures that minimize risk, Brookfield Office Properties is positioned well to increase the values of its investments and grow its operating platform over time. Employees also benefit from summer hours, seasonal parties, tickets to events at the Kodak Theatre, and more.

### 29. BERNARDS

A nationally ranked builder, Bernards delivers full-service construction services to educational institutions, government and civic organizations, healthcare providers, corporations and developers. Management projects range in value from \$5 million to as much as \$1.1 billion. The company is also known for investing back into its employees, providing unique perks such as keeping employee contributions to health care to a minimum while providing a 401(k) match to 3%. Showing how it cares about its employees and their families, the firm even offers CPR training to every employee and paid time for volunteer services.

### 30. TURNER CONSTRUCTION COMPANY

Turner is an international construction

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## DPR CONSTRUCTION



GREAT TEAMS

# build

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DPR Construction would like to recognize our outstanding employees who are the primary reason we have been awarded #3 Best Large Company in the Los Angeles Business Journal **BEST** Places to Work.

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Our culture drives our business. We are committed to building the wealth advisory firm of the future. Our advisors have the independence to run their own business and the support of a network of like-minded advisors.

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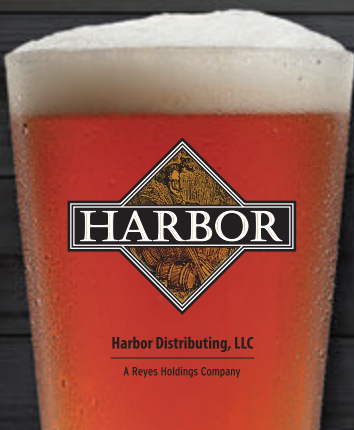
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To be the best beverage distribution company that creates unmatched value for our stakeholders through our people, performance and partnerships.

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# BEST Places to Work

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services company and is a leading builder in diverse and numerous market segments. The company has earned recognition for undertaking large, complex projects, fostering innovation, embracing emerging technologies, and making a difference for their clients, employees and community. The company provides its employees with the opportunity to work on high profile, cutting edge, one-of-a-kind construction projects throughout the region, and potentially, throughout the world. The people that make up Turner Construction are not only some of the brightest people in the industry, but also very caring and thoughtful individuals who strive to do the right thing.

### 31. SHAWMUT DESIGN AND CONSTRUCTION

Shawmut Design and Construction is a leading construction management firm that works with the most prominent clients, architects, and designers in the industry and consistently delivers on their visions. Employees are excited and energized by working with the best of the best their industry has to offer. Because Shawmut is a 100% employee owned company, each employee receives annual contributions (averaging 10% of salary) toward retirement above and beyond the Shawmut 50% matching up to 8% of income currently offered. Another perk that Shawmut provides each and every employee with is a new iPhone for his or her business and personal use.

## The Best Medium-Sized Companies to Work for in Los Angeles

### 1. HUGHES MARINO

This year's #1 Best Company to Work For in the "Medium-Sized" category is Hughes Marino, an award-winning California commercial real estate company that exclusively represents business owners and corporate real estate decision makers. The firm provides its clients with the most objective, professional real estate expertise available – all without the traditional conflict of interest others have who represent landlords too. The company's motivated team of corporate real estate experts, project managers, lease audit specialists, legal and business professionals combine to form one of the most comprehensive teams of real estate advisors available.

One of the reasons Hughes Marino is such a great place to work is the amazing office environment that has a comfortable "living" space, including a living room with a flat screen TV, a family photo wall, bright artwork, a fully-stocked kitchen, on-site gym, shower facilities, and more. Also popular with the staff are the regular company retreats for employees and their spouses/significant others, team building seminars, motivational speakers, family outings to baseball games, and many other team building events and company-wide entertainment throughout the year. Added bonuses include the company's dedication to healthy living (including weekly grocery deliveries), catered company meetings, motivational speakers, a beautiful outdoor area and more.

### 2. ACT ENVIRONMENTAL SERVICES

ACT Environmental Services is a nationally recognized environmental and hazardous waste management firm, and one of the top 100 recyclers in the United States. ACT has over 500 U.S. clients that range from small businesses to local, state and federal government agencies to well-known, multinational Fortune 100 firms. Beyond helping its clients recycle an average of 87% of their waste shipments, ACT offers a full range of environmental management services. ACT is truly on the cutting edge of environmental management.

ACT strives for a family atmosphere among its employees and provides regular company outings, which include the family – to ball games or special events such as Cirque Du Soleil. Also very popular among ACT employees are the regular recognitions and awards for Driver of the Quarter, Driver of the Year, Salesperson of the Quarter, salesperson of the Year, and regular Safety Award, not to mention the sponsored softball and volleyball games, spot bonuses and weekly breakfasts. The company even gives out beautiful Rolex watches to those employees who have worked at ACT for 10 years and the automatic \$2500 bonus for anyone who works at the company for 5 years is impressive too!

### 3. ZESTFINANCE

ZestFinance was founded by a team of some of the world's best data scientists (mostly from Google) who came together with a mission – use machine learning and data science to revolutionize how credit decisions are made, in order to provide fair and transparent credit to everyone. ZestFinance has built a financial technology platform that is helping lenders lower default rates and provide better financial products to consumers.

Employees are treated extremely well, too. Staffers receive catered lunches every day and the company also maintains a fully stocked kitchen of snacks, beverages and craft beer on tap. Plus, on Tuesdays and Thursdays, all employees have the opportunity to get a manicure, pedicure, or a massage free of charge. Every employee gets unlimited vacation time, and ZestFinance offers a unique parental leave policy that includes six months of paid time off for primary caregivers and three months of paid time off for secondary caregivers. Each month, the company recognizes one "Zestian" (as ZestFinance employees are affectionately known) who is an example of core values in action. This Zestian receives fun items related to Hollywood (a Hollywood star and an Oscar trophy) as well as a financial award.

### 4. CHOWNOW

ChowNow is the leading online ordering platform that specializes in branded mobile

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**OnPrem**  
SOLUTION PARTNERS LLC

PROUD TO BE RECOGNIZED  
AS A **BEST PLACE TO WORK!**

**HONORED TO WORK  
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HIRING!**  
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 <p><b>TRANSPARENCY</b></p> <p>OnPrem welcomes participation and open feedback from all team members. We recognize the importance of an informed and involved team.</p>	 <p><b>MERITOCRACY</b></p> <p>If you're a proven performer, then you'll be on the fast track to that next level and beyond.</p>	 <p><b>COLLABORATION</b></p> <p>Our culture fosters a sense of community and collaboration. All of our team members are willing to lend an extra hand wherever and whenever needed.</p>	 <p><b>PASSION</b></p> <p>We love having an impact on some of the most innovative companies in Media &amp; Entertainment, and there is no other industry in which we would prefer work.</p>
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**BEST SERVICE BEST CLIENTS  
BEST SERVICE BEST CLIENTS BEST PEOPLE  
BEST CLIENTS BEST PEOPLE**

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# To all of our Associates, what you do makes a difference!

Thank you for making Keenan one of the Best Places to work in Los Angeles, and for helping us make a difference in our community.

An employee-owned firm, Keenan is dedicated to providing innovative insurance and financial solutions for schools, public agencies, and health care organizations.

Work-life balance is more than prioritizing between work time and home time; it's also about doing work in your career that improves your community. At Keenan, we are dedicated to providing our Associates with a challenging, supportive, and comfortable workplace where everyone makes a difference.

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The image shows two people from behind, wearing blue t-shirts. The t-shirts have the text "INSPIRE CHANGE. IMPACT LIVES." printed on them in white, bold, sans-serif font. The person on the left is a man with short dark hair, and the person on the right is a woman with her hair in a bun. They are standing close together, with their arms slightly crossed or touching. The background is a plain, light-colored wall.

INSPIRE  
CHANGE.  
IMPACT  
LIVES.

INSPIRE  
CHANGE.  
IMPACT  
LIVES.

## Keenan

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apps and a suite of marketing services for restaurants. ChowNow's platform helps restaurants stay competitive and thrive in an increasingly tech-driven world and makes it easy for customers to order directly from the restaurant's website, Facebook page, and branded apps. For employees, the work experience at ChowNow is pretty great as well. The company runs a "Foodie President's Club" competition each year, where the winner gets a fully paid, fully organized, foodie-oriented trip for two to Austin, Texas. Recognition for outstanding performance is commonplace via regular spotlight series on ChowNow social media and individual performance awards granted at Quarterly ChowNow Town Hall meetings.

### 5. WONGDOODY

WONGDOODY was founded in 1993. Its 100 employees in Seattle and LA use the unexpected to get some pretty remarkable results for the company's clients. Along the way, the company has become one of the most awarded independent advertising agencies on the West Coast, as well as one of the best places to work. Always an employee-friendly organization, WONGDOODY hosts "Cool Things Friday" - a weekly show and tell of sorts where employees present about interesting things ranging from 3D printing to life as a twin and everything in between. WONGDOODY even has paid summer hours each year from June to August, closing the office at 1pm on Fridays.

### 6. SIGNATURE ESTATE & INVESTMENT ADVISORS

Signature Estate & Investment Advisors, LLC (SEIA) is a Registered Investment Advisory firm offering wealth management services tailored to meet the unique needs of affluent individuals, institutions and corporations. SEIA specializes in investment management, financial planning, investment consulting retirement planning, legacy planning and philanthropic management. Since 1997, SEIA has fostered a collaborative work environment where its associates work alongside the owners and management to make a positive impact on the firm, as well as the clients the company is so proud to serve. Even while growing over time to be one of the largest independent RIA firms in the country, SEIA's uncompromising culture of respect has never wavered.

### 7. SLICKDEALS

Slickdeals is the leading online deal community, where more than 9 million users interact to share the most up-to-date information on online shopping deals and coupons. With the help of its community, Slickdeals has saved members over \$4 billion by providing its users a forum for communication and various shopping tools such as its free Android or iOS apps. Slickdeals consistently ranks in the Top 100 most visited sites. The employee team is energetic, smart, works hard, plays hard and has an entrepreneurial mentality. Slickdeals offers a flexible work schedule where everyone is responsible for getting his or her work done, but has the ability to telecommute and/or leave as needed.

### 8. KARGO

Kargo is the largest mobile marketplace

for premium brand advertising. A fusion of creativity, technology and quality, Kargo's media solutions empower advertisers to build connections with consumers on the most important screen today—the phone. Through its alliance of elite publisher partners, Kargo enables brands and agencies to reach eight out of 10 smartphone users in the US with memorable, measurable experiences. The result: campaigns that elevate brands, empower publishers and engage consumers. Employees are empowered too, with perks such as "Kargo Nights Out," company retreats, unlimited vacation days and in office massages.

### 9. GLOBALWIDE MEDIA

GlobalWide Media is a digital marketing company that specializes in connecting advertisers with their targeted audience through performance-based marketing and related services on a worldwide basis. The company provides online media services across all digital media channels including display, mobile, video, email, search and social utilizing the latest technology to provide precise geo, behavioral, and lifestyle targeting. Employees enjoy a number of staff-friendly programs such as "Employee Who's Who," a program that asks individualistic questions so that everyone gets to know their fellow co-workers, from their likes to dislikes, and funny commentaries that reveal their personalities.

### 10. NEW HORIZONS LEARNING GROUP

New Horizons Computer Learning Centers of Southern California offers business-friendly delivery methods that allow companies and individuals to receive the highest quality technical, application and business skills training available. Annual employee appreciation events, other company events at fun locations such as Del Mar Races and Hollywood's Magic Castle, easily accessible upper management communication, health living challenges, and paid days off to volunteer for charity causes are commonplace. The company even has a delicious assortment of fresh fruit delivered to the office weekly.

### 11. PARTNERS TRUST REAL ESTATE BROKERAGE & ACQUISITIONS

Partners Trust is a Los Angeles-based real estate brokerage that leverages its global network, media savvy and command of the market to provide clients with a top level of real estate services. The team members are proud to be considered part of a select group of the finest, agents in the market. Employees are also proud to be distinguished in the marketplace by their empathic sales volume and reputation for integrity, market intelligence and a genuine connection to our communities. The Company's intention is to empower each member of its sales force each and every step of the way. Employees appreciate that management actually listens to staff and works with their needs.

### 12. ALLISON+PARTNERS

Allison+Partners, an MDC Partners company, is an international communications firm driven by a collaborative approach to innovation and creativity. The result is freshly

imagined, customized approaches that provide concrete, measurable strategies to drive market and executive leadership. Expertise includes consumer PR and marketing, corporate communications, technology and digital media, brand innovation, social impact, public affairs and healthcare. Employees appreciate that the firm is family-friendly and offers a winter break where the company closes between Christmas and New Year with pay; as well as the firm's Workout Wednesdays, where the company actually provides two paid hours to go to the gym, yoga or choice of exercise.

### 13. CALLFIRE

CallFire, Inc. is a cloud-based telephony company, providing voice and text connectivity to over 100,000 businesses. The company is dedicated to providing high-availability systems, intuitive user interfaces, furious developer support, and unparalleled customer care. CallFire rewards its employees for their efforts by maintaining a positive culture and atmosphere. Among the perks are daily 12-minute group meditation sessions at noon, Friday tequila shots at 2 pm, and even a selection of stress-busting Nerf guns dotted around the office for spontaneous Nerf gun fights! CallFire also boosts morale with an annual "Do Good Week," where employees and founders help pick up litter in the area of Santa Monica that CallFire calls home.

### 14. WPROMOTE, INC.

Wpromote is an award-winning online marketing firm headquartered in El Segundo. Founded in 2001, Wpromote has helped hundreds of clients from Fortune 500 companies to small startups grow their businesses online. The company maintains unmatched experience in search marketing and a strong dedication to its clients' results. Wpromote also excels in the way it treats its employees. The company provides an open environment to share and grow ideas and encourages a fun, energetic culture that "makes Mondays suck less" and even hosts "Fine Wine Friday" weekly office happy hours to celebrate with employees and clients.

### 15. CENTERFIELD

Centerfield delivers irreplaceable online customer acquisition programs through its proprietary network of content rich websites. The websites deliver premium quality content in a comparison-oriented format, which allows the consumer to make an informed decision prior to making a purchase. The company also strives to make life in the Centerfield family a positive experience and offers a highly rewarding profit-sharing bonus and commission plan, stellar monthly company events such as Getty Museum trips, hikes, bowling parties, boot camps, "Office Olympics" and other fun events. Other perks include a casual dress atmosphere and Stumptown Coffee on tap!

### 16. GOETZMAN GROUP

Goetzman Group offers an intelligent alternative to temp agencies, costly consulting firms and Big Four Accounting firms. It helps companies in need of assistance in all areas of finance and accounting. Employees appreciate the guaranteed pay between assignments and the fact that the company is committed

to a positive work-life balance for all of its people. They also like that Goetzman Group empowers them to have the ability to move from one company to the next. The Goetzman team of consultants never gets bored being in the same place for too long.

### 17. CNM LLP

CNM LLP is an accounting and consulting services firm specializing in accounting services such as Sarbanes Oxley, accounting and transactions advisory, and IT advisory for Fortune 500 to middle market companies. CNM offers its team members the opportunity to work on projects ranging from advising and collaborating with high growth companies in their initial public offering (IPO) process, to partnering on project teams to assist with SOX compliance and internal audit projects for some of the largest entertainment and public companies in Los Angeles. That the firm provides a variety of bonus programs, a full calendar of social events, and a strong work-life balance is nice too!

### 18. PRODEGE, LLC

Prodege, LLC operates multiple consumer engagement brands, including Swagbucks.com (consumer rewards community), SodaHead (consumer polling), nCrave (video discovery and audience extension platform), and ProdegeMR (consumer surveys and research solutions). Headquartered in El Segundo, Prodege's employees are rewarded by a challenging but caring environment where the focus is on making sure employees have a good work/life balance including unlimited vacation, flexible work schedules and events where families are invited. Other benefits include free, catered lunches (that offer a variety of options such as Kosher, vegan, vegetarian, Paleo and gluten free) and a fully stocked kitchen with an abundance of beverages and snacks.

### 19. CURRENCY CAPITAL

Currency Capital is a private lender offering equipment leasing, working capital and SMB lending. It's a great place to work for a number of reasons, not the least of which are the company vacations, bonuses, additional days off, and in-office massages. Also among the aspects of working at Currency that appeals to employees is the company's remarkable team culture, with its spirit of working together and supporting one another. The company also stages a number of fun and engaging social gatherings outside of work, such as the Summer Beach Party, Thanksgiving Potlucks and Holiday Parties.

### 20. P2S ENGINEERING, INC.

P2S Engineering, Inc. is a full-service mechanical, electrical, plumbing, energy and technology engineering firm with commissioning and construction management. The company has extensive experience serving clients with engineering design, retrofits, green and net zero buildings, energy efficiency services, feasibility studies, master planning and commissioning services. Its purpose is to help customers succeed by providing high quality professional engineering services that are responsible to their needs and the community. Employees receive encouragement and empowerment to take ownership of

Continued on page 32

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Together, we are Roth Staffing Companies.

# BEST

## Places to Work



Continued from page 30

projects and tasks, plus great benefits, which include health coverage, financial services made available at no cost, and on-site wellness programs also at no cost.

### 21. PHELPS

Phelps is an award-winning, integrated marketing communications agency and the West Coast's largest independent marketing agency. Phelps strives to do great work for deserving clients by creating consistent emotional connections between brands and people, built on shared interests, values and beliefs. The company's unique culture means no layers of supervision, rules, departments or physical offices - everyone is treated equally. Everyone pitches in creatively, operationally and as colleagues providing honest and open feedback. Plus, the firm works only for clients whose products make the world a better place, so employees know their work is worthwhile.

### 22. HOFFMAN BROWN COMPANY

Hoffman Brown Company is a full service agency established in 1961. They are a team of 56 dedicated people providing companies and individuals with the best possible insurance programs - offering commercial, personal, life, long-term care, disability and group/individual medical insurance products. For the employees at Hoffman Brown, the flextime policy is a huge asset, as it helps them to balance work and personal life. They also enjoy the annual holiday parties - always featuring great food and entertainment at beautiful venues. Employees also enjoy the relaxed dress code and walks to the park for barbecues.

### 23. MURPHY O'BRIEN PUBLIC RELATIONS

Murphy O'Brien is a leading independent public relations firm committed to delivering high-profile media coverage that makes a difference to our clients' reputations and their bottom lines. Services range from brand-defining media relations and social media campaigns to strategic partnerships, influencer programs and events. The company's "MO Flex Program" allows employees flexible work hours with core in-office hours, Monday-Thursday from 10 am to 3 pm, and a work-from-home option on Fridays. The company even has a Pep Squad that offers monthly gifts for all team members, including movie tickets, gift cards and fun items to decorate their desks.

### 24. BOLTON & COMPANY

Founded in 1931, Bolton & Company employs over 145 insurance professionals and places over \$200 million in annual premiums on behalf of its clients, placing them among the largest one percent of all brokers in the United States. Employees are treated extremely well at Bolton, as evidenced by the company's trips, such as last year's to Hawaii for all employees and spouses or guests. The company also hosts summer family picnics each year at fun locations. Giving back to worthy causes is important to the company as well and hosts a "Volunteer Day" each year to pay for staffers to contribute time at a charity or non-profit of each employee's choice.

### 25. PANGO GROUP

Pango Group is comprised of a family of

companies that as a whole are the leading California based settlement service experts. Pango Group employees love the fact that they have a full on site gym that is free to all employees - complete with a trainer who comes every Monday. The corporate office has a pool table in the company common area, and a nicely stocked library. Breakfasts, lunches and other incentives are provided for company meetings. Plus, the company hosts many annual family events such as Bowling night, Oktoberfest, the yearly summer BBQ, and trips to Santa Anita Park and Santa Monica Pier.

### 26. VINCENT HUANG AND ASSOCIATES

Vincent Huang and Associates (VHA) is an authorized master agent to Boost Mobile and serves more than 1,900 prepaid wireless dealers nationwide. The company's award-winning service is driven by its people, a diverse group of servant leaders with strong core values and a performance-driven attitude - all committed to growth and success. Employees are provided with an on-site gym, lunch that is provided four days per week, company sponsored community events where employees volunteer their time. Perhaps most important to the employees, however is VHA's companywide dedication to its strong core values.

### 27. NORTHSTAR MOVING CORPORATION

Founded in 1994, Los Angeles-based NorthStar Moving Company has redefined the moving industry as the first to offer eco-luxury moving services, elevating basic moving and storage services to a new unparalleled level of customer service, customized care and environmental consciousness. NorthStar employees benefit from the company's flexible work schedules. The company also has an on-site gym that is available to all employees and, in the spirit of the company's family atmosphere, NorthStar has regular company parties, birthday celebrations, potlucks and other events with family and friends included. Also, at NorthStar, management positions are almost always made up of employees that have been promoted from within the organization.

### 28. 180FUSION, LLC

180Fusion helps companies increase sales, build brand awareness, generate qualified leads and expand market share by taking full advantage of the Internet. It is the gold standard for Search Engine Marketing. It also sets a high standard when it comes to employee relations. Staffers enjoy chair massages, luxury car rentals and Helicopter rides, company trips to Google Silicon Valley, vacations to Ski resorts, Cabo, Palm Springs, and other five star resorts, as well as tickets to sporting events. The day after the Super Bowl is always a 180fusion company holiday as well!

### 29. PLAZA TRAVEL

Plaza Travel, providing optimum travel management services, is designed to handle all its clients' travel needs as it is a combination of the two most important ingredients in providing travel arrangements - service and size. Employees report that they love that the company is always ready

to support them, "no matter what." Owners are flexible with employees' needs when it comes to work schedules and needed days off and a comfortable work environment is provided where the boss is always available and approachable. Employees also like the generous incentive programs based on revenue generated on an individual basis, and a team

### 30. BEACH CITIES HEALTH DISTRICT

Beach Cities Health District (BCHD) is the largest preventive health agency in the nation, and has served the communities of Hermosa Beach, Manhattan Beach, and Redondo Beach since 1955. It offers an extensive range of dynamic health and wellness programs, with innovative services and facilities to promote health and prevent diseases in every lifespan - from pre-natal and children to families and older adults. Practicing what it preaches to its patients, BCHD genuinely promotes and supports a healthy work-life balance among its employees, providing rich time-off benefits and a flexible work schedule. It also provides on-site gym membership plus subsidies for personal training and discounts for other wellness services.

### 31. ONPREM SOLUTION PARTNERS

OnPrem is a Southern California consulting and technology innovation startup. Founded in 2013 by four consulting industry leaders, OnPrem works with some of the most innovative companies in the world including major studios, large broadcasters, and leading technology companies. The organization treats its employees like a family and the staff appreciates work events such as the company retreats to special sites such as Cabo and Vegas parties. The company offers a trust-based vacation and time off policy and team building exercises such as mud runs and family picnics are also big hits. Most important to the employees, however, is how the company repeatedly demonstrates that it cares for each person working there.

### 32. M&C SAATCHI LA, INC

Founded by Maurice and Charles Saatchi, M&C Saatchi was the fastest growing start-up in advertising history. Today it is the world's largest independent marketing communications group, with 1,800 people who service over 200 clients. The office hosts both a Holiday and a Summer party for all employees. The Holiday party is traditionally held in an iconic LA venue, and has been previously held at The Peninsula Hotel in Beverly Hills and Yamashiro in Hollywood. Every third Thursday of the month, the office comes together for a social event organized by the employee-staffed 'Culture Club'. Events change each month and have included yoga classes, movie bingo, pumpkin carving, karaoke and bowling.

### 33. WINDES

Founded in 1926, Windes offers a full range of capabilities; audit and assurance, business valuation, cost segregation, employee benefit services, estate and trust planning, executive recruiting, human resources consulting, litigation support, merger/acquisition

assistance, tax planning, consulting and compliance, and tax credit study services. For employees, Windes offers a unique assortment of events and activities, such as Christmas cookies for veterans, Ranch Roundup with line dancing and lassoing, California Cruisin' Street Fair, Roaring 20's Casino Night, Come Fly With Us (a night at the Lyons Air Museum), and fun throwback parties.

### 34. FASTPAY PARTNERS, LLC

Founded in 2009, with offices in Los Angeles, New York, San Francisco and London, FastPay is the leading financial partner to the global digital media industry. Through its proprietary technology platform, FastPay dynamically assesses the creditworthiness of digital businesses and provides lines of credit, ranging from \$50k to \$25M, in 48-hours or less. Employees love the company social gatherings that include a bi-weekly speakers series, happy hours, company outings (like sporting events, beach days and holiday parties featuring FastPay's own company band), or company sponsored coffee breaks at a nearby cafe to get to know a co-worker.

### 35. SNACKNATION

SnackNation is a healthy office snack delivery service that makes healthy snacking fun, life more productive, and workplaces awesome. SnackNation helps companies create awesome offices by delivering a fun, hassle-free snacking experience that produces happier, healthier and more productive employees, while creating first-time access to the world's best emerging and innovative snack brands. The company offers a great atmosphere for its own employees as well, with quarterly company off sites that combine team building, brainstorming, and socializing (Big Bear, Malibu, Santa Monica, etc.)

### 36. PATIENTPOP

PatientPop's practice growth platform leverages the growing number of patients searching online for a physician. PatientPop's powered web presence is optimized to increase new patient traffic, while a seamless online booking experience increases conversions and new appointments. PatientPop also manages and automates patient communications in the form of reminders as well as visit follow-up to promote positive online patient feedback. All online activities are tracked, providing key insights to what's working and driving practice growth. PatientPop employees love the free lunches, snacks and happy hours throughout the week.

### 37. GREEN HASSON JANKS

Green Hasson Janks is a CPA firm working with forward thinking, entrepreneurial organizations and individuals in the areas of assurance, tax, participations, royalty and consulting. The firm serves a variety of industries, with a specialized focus in food and beverage, entertainment and non-profit sectors. Employees love that their firm offers no less than twelve paid firm holidays, including a paid time off between Christmas and New Year's. The firm also offers chair massages during the busy seasons and a "GHJ Charging Station" - a professionally designed room for employees to take a break and recharge.

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# BEST

## Places to Work



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### 38. INNOVID

Innovid is the world's leading video marketing platform, empowering advertisers to create, deliver and measure the most innovative video experiences on any device and media outlet, while increasing scale, efficacy and ROI through personalized, interactive video

experiences. It's also a great place to work. Innovid always has delicious food and snacks and we re-stock every two weeks. Innovid also hosts "Coffee Catch Ups" every Wednesday to discuss industry news and trends over coffee. As a team, employees are able to share or present on what we're learning and gain great insights.

### 39. PRIMITIVE LOGIC INC

Primitive Logic provides full life cycle business consulting and technology and digital interactive services. The company implements solutions for a number of areas on-premise, on-cloud, or on-hybrid models. Management works to make sure employees are empowered to work autonomously

so that they can do their jobs the way they work best. They are trusted by management to manage their schedules and balance their work lives and personal lives. Importantly, Primitive Logic's leadership listens to employees and gives everyone the ability to make a difference in the direction of the organization and to exceed expectations for clients.

## The Best Small Companies to Work for in Los Angeles

### 1. ADVICEPERIOD

The #1 Best Small Company to Work For in LA this year is AdvicePeriod, a company that is working to reinvent wealth management. AdvicePeriod is made up of advisors with a loftier goal. Their collective thinking has led them to start-up a wealth management practice that focuses on providing clients' actionable advice with tangible impact.

AdvicePeriod also thinks big when it comes to treating its employees right. It stages elaborate company cultural events like citywide scavenger hunts, volunteer events, and "bring your dog to work days." The company offers unlimited vacation and work from home flexibility and maintains an open, creative and collaborative office space with casual dress, a catered kitchen, TVs, and games. Noting that everyone loved "recess" when they were in school, AdvicePeriod has reinstated the tradition for the workplace – with a company-wide recess period made up of 60 minutes of food and play - Twister, Yahtzee, Connect Four, Simon and CandyLand combined with a team lunch. The company also provides its employees with unexpected happiness in the form of "surprise afternoons off" to spend time with family. During these "PANDA" days, no responding to work emails is allowed. AdvicePeriod blocks calendars so that everyone thinks they have meetings, and then announces that they get the afternoon off instead.

### 2. FINANCIAL FINESSE

A small company with a giant mission, Financial Finesse provides unbiased financial education to people everywhere. The company consists of pioneers in the financial wellness movement and is a leader in the emerging workplace financial wellness industry. Through its award-winning workplace financial wellness programs, over 2.4 million employees have access to its services, and the company works with over 600 companies to provide ongoing, holistic financial wellness benefits that have proven to reduce employee financial stress and offer a clear return on investment to employers.

The company pays equally close attention to the needs of its own employees as well. It makes an effort to provide every employee with stability, a flexible work schedule, mentorship by the CEO, and an opportunity make a meaningful impact. Employees love the company events such as quarterly company dinners, roasts for promotions, company sponsored trips to Hawaii, and lunches ordered for the office on busy days. Plus, there's a kitchen fully stocked with food and beer, an ocean-view patio for the company's sangria happy hours, and office yoga with the CEO. Employees also receive anniversary gifts of unique concierged experiences locally or for

travel, such as horseback riding, broom hockey games with friends, and box tickets.

### 3. ENGAGE:BDR

engage:BDR is a cross-device advertising solution company, consistently recognized for powering outstanding, integrated display and video ad experiences. The world's top advertisers and comScore top 1000 publishers depend on the company's innovative advertising and managed service solutions to drive towards individualized KPIs. Through in-house innovation and industry-wide contributions and collaboration, engage:BDR aims to offer solutions that make advertising and publishing their very best.

The company's "Bucks" program is used to regularly recognize daily employee performance and major milestones. Bucks are paid out annually based on company performance. The company also offers day trips and weekends away. It has also awarded departments with trips and excursions. For example, the engineering team recently won a day trip snowboarding. Las Vegas trips have also served as rewards, and the company has a raffle every quarter for cash gift cards of up to \$500. Also popular is the Friday Summer Sippin' tradition, which includes happy hours hosted every week to hang out with coworkers. It was originally called "Summer Sippin'" because it started in the summer. It was so popular that it was converted to an all year event! engage:BDR even offers a dedicated "Reset Room" which is a room that is dedicated to mindfulness and meditation for employees to "re-set."

### 4. STRUCTURAL FOCUS

Structural Focus is a structural engineering consulting company specializing in the design of complex and innovative buildings. Partnering with architects from project conception through the reality of occupancy, Structural Focus embraces the collaborative process of design through an ongoing, open, creative and clear dialogue between the team and owner. Speaking of clear communication, the company offers its employees an open door policy at every level so they feel they can engage with management as needed. Staffers also love the happy hours, paid time off for volunteer activities, and pool table tournaments.

### 5. VACO LOS ANGELES, LLC

Vaco is an employment consulting agency whose goal is to match the strongest accounting, financial and information technology professionals with the unique projects and permanent employment needs of its clients. The company also aims to provide its employees with an unparalleled

work/life balance with flexible work hours, part-time and full-time positions and telecommuting opportunities. The company has a family friendly atmosphere at the office – encouraging the sharing of family birthday parties and many social events. In addition, perks such as regular in-office massages, local employee getaways and generous incentive and bonus programs add additional fuel for the company's particularly high morale.

### 6. DATASCIENCE INC

DataScience works daily to deliver what business teams need from their data-actionable insights. With DataScience, customers plug raw data into proprietary technologies and have actionable insights delivered by an on-demand team of data experts. The DataScience solution can be applied to any business team and can be leveraged across any industry. In the spirit of the company's core DNA, DataScience promotes personal learning among its employees so that everyone that works at the company has the opportunity to learn and master new technologies. The company also provides a great work environment, featuring top of line tools, equipment, and technology, weekly tech talks and great team bonding events.

### 7. KONNECT AGENCY

Konnect PR is an award-winning public relations agency made up of talented, intelligent and enthusiastic team members. The firm gets good PR from its employees for the way they are treated on a daily basis. Konnect truly fosters a good work-life balance for its employees. Dedicated to helping provide a healthy lifestyle for all employees, Konnect provides healthy snacks, free spin and yoga classes, chair massages, alternative desk options and even year-end all-inclusive trips. The firm also engages in team building trips to Disneyland and other spectacular locations.

### 8. BLAZE PR

Blaze is the trusted partner of choice for challenger brands hungry for a real piece of the market share. Blaze has been retained by a growing number of savvy clients who want integrated PR, marketing, influencer and social media strategies - and flawless execution. With more than two decades of relationships and a solid team founded in strategic approaches, Blaze is adroit in advancing client objectives and nimble to the quick-changing pace of our technology driven world. The firm offers its employees ample professional growth opportunities with on- and off-site seminars.

### 9. NORTHWESTERN MUTUAL - WEST LOS ANGELES

Since 1857, Northwestern Mutual has been

helping people protect against financial risk and helping them achieve their financial goals. For over 40 years, Northwestern Mutual in Los Angeles has been providing clients with financial guidance and world-class insurance services along with internationally recognized investment products. With access to a wide array of high-quality financial products, services and expertise, the Financial Representatives of Northwestern Mutual's West Los Angeles office are helping thousands of clients grow and achieve financial security. An added bonus is the program of weekly developmental peer roundtable meetings led by the Director of Financial Planning, focused on skill building over breakfast.

### 10. ROZE ROOM HOSPICE OF SAN GABRIEL VALLEY

Roze Room Hospice is a premier hospice organization serving the needs of terminally ill patients and their families throughout Los Angeles County and adjoining communities since 1997. Services are provided by a team of compassionate and dedicated multi-disciplined professionals, including physicians, nurses, home health aides, social workers, spiritual counselors, therapists and volunteers. Hospice focuses on comfort measures, rather than curative measures, and provides services at any location the patient calls home. Each employee benefits from the rewarding experience of helping to provide loving care and making patients' end-of-life experiences as comfortable as possible.

### 11. TOP TIER CONSULTING

Top Tier Consulting (also known as T2C) is a full service management and HIT consulting firm that provides strategy, operations and IT services. T2C serves providers, health plans, and life science companies as well as healthcare technology and service organizations. One of the key perks that employees enjoy at T2C is the company's suite at Staples Center for all performances and games that are being held there. Staff is encouraged to invite clients to join them in the suite, and oftentimes there are staff only gatherings, including food and drink, along with the game or event.

### 12. EPIC FREIGHT SOLUTIONS

Epic Freight Solutions (EFS) is a leading freight forwarder and technology company focused on innovation and inspiration. Considered the freight forwarder that is setting the standard for service, quality, and innovation, EFS goes out of its way to make the company a great place to work as well. With its industry-leading bonus and commission structure, yearly leadership summits and all employee kick off parties, the

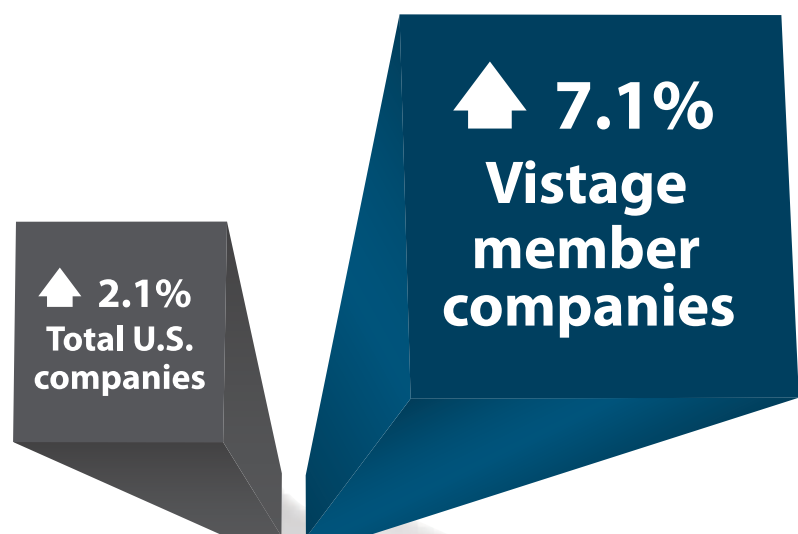
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**VISTAGE**

# BEST

## Places to Work



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people that work at EFS have much to look forward to each year. Plus, there are random raffles, Friday lunches, beach days and weight loss competitions.

### 13. LBW INSURANCE AND FINANCIAL SERVICES

LBW Insurance and Financial Services was founded in 1922. It is a family owned, full-service independent insurance and financial services agency based in Valencia. Expert staff provides Property & Casualty, Employee Benefits, Life, Long Term Care and Disability Insurance as well as a complete range of Financial Services for both businesses and individuals. One of the reasons LBW is able to attract such expert staff is the great atmosphere it creates for employees – including an established “work 37.5 hours a week and get paid for 40 policy. The company also offers great 100% paid medical, dental, life and disability insurance.

### 14. SYNCROMATICS

Ten years ago, Syncromatics was founded in a college dorm room at the University of Southern California by a young engineer who identified a problem and made it his mission to build a solution. While the company is not working out of a dorm room anymore, the entire team still comes to work every day with that same determination, eager to solve the most complex problems in transportation. Speaking of transportation, employees love that Syncromatics pays 100% of all transit costs to encourage all employees to get out of the car and use transit to commute to and from work.

### 15. ROSANO PARTNERS

At Rosano Partners, the mission is to maximize partnerships on the road to becoming a top producing, internationally acclaimed Commercial Real Estate Firm. Rosano Partners maintains a dedicated and agile team of associates to ensure every client receives consistent and customized service. The agents bring value through their experience, depth of knowledge and adaptability to changing market conditions. A warm and diverse environment for employees, the company celebrates everyone's birthday. They sing happy birthday in English and then someone from a different cultural background demonstrates says how they celebrate birthdays. (There are more than a dozen languages spoken at the office).

### 16. PMBC GROUP

PMBC is a leading technology PR firm based in Los Angeles, servicing clients across the globe. The firm acts as an extension of its clients' teams to develop and execute results-driven campaigns designed to elevate business profiles, attract investment, establish credibility and increase brand awareness. It treats its employees well too, with ongoing professional development opportunities, an abundance of delicious healthy snacks and beverages in the office, spontaneous happy hours, pizza lunches and team outings, frequent karaoke events, and other perks. Also loved by the staff is the weekly Friday “bring your dog to work” day.

### 17. ONISKO & SCHOLZ, CERTIFIED PUBLIC ACCOUNTANTS, LLP

Onisko & Scholz is a full service CPA firm located in Long Beach, serving all of Southern

California. The firm works with privately held companies and their owners, fiduciaries, non-profits and governmental entities. Services include bookkeeping, tax, accounting, forensic accounting, auditing and court accounting. Onisko & Scholz prides itself in offering extremely flexible work schedules. Team members may come and go as they please, provided they get their work done. The firm extends to its team members the ability to work remotely, outfitting them with laptops and any other software/hardware they may need.

### 18. E-STET

E-STET provides law firms and corporations with hardware, software, and experts to make the process of law more efficient. The company specializes in supporting law firms and corporations through eDiscovery in the litigation process. It's a great company to work for, too – with flexible working hours and work-from-home scheduling options. E-STET also provides its staff with health-related benefits like free gym membership, private group yoga classes, Pilates, boxing, visiting masseuses, and healthy snacks provided for free at work. Plus, there are the company retreats to places like Joshua Tree. They make life easier with free parking and metro passes as well.

### 19. DIAL800

Dial800 grows marketing campaigns by providing all-inclusive solutions to generate more calls, then track, route and analyze them. The company prides itself on its excellent and dedicated people to help customers every step of the way. There's a number of qualities that keep the team motivated, too – such as quarterly staff events ranging from rock climbing to seeing a movie together to going to a ball game. The office itself is inviting too – with ping-pong and pool tables, a dedicated “nap room” and breakfast served every Monday morning.

### 20. STUDYMODE

StudyMode is the world's largest learning community for students. The company believes that learning is meant to be continuous, collaborative, and fun. StudyMode's platform connects students with user-generated research documents, course-specific content, and local campus-based textbook marketplaces. Students can gain unlimited access to the content library by either subscribing for premium membership, or by contributing unique content to the community. Employees thrive in large part due to the autonomy and creative freedom the company provides, as well as the unique opportunity to work on a platform with a global user base and an environment that encourages learning and experimentation.

### 21. MANSOUR TRAVEL COMPANY

Mansour Travel Company has, since 1981, been one of the premier providers of luxury travel arrangements to the entertainment and business worlds and to the high-end, ultra-luxury segment of the traveling public. Clients are drawn from a very select circle of influential, often high profile individuals from the entertainment, financial and business worlds. Mansour offers its employees a great workspace and environment with excellent health and insurance benefits. The ultimate perk, though, is likely to be the company's special familiarization trips where all the

staff is invited on an all expenses paid trip to somewhere in the US – with air, hotel, meals etc. included.

### 22. MONTAGE INSURANCE SOLUTIONS

Montage Insurance Solutions is a full service, mid sized insurance brokerage firm and Third Party Administrator. The firm consults, markets and services all industries in Employee Benefits, Workers Compensation and Property Casualty. The firm uses a TEAM approach to its service package, which focuses on the Total Employer/Employee Appreciation Management providing wellness packages, COBRA, ERISA, ACA, My HR and Executive Mgt. Summits teaching legal compliance and employee management skill sets, loss control and risk management services. Montage prides itself in focusing on its employees first and the employees of its clients to bring forth presentism, wellness and safety first.

### 23. INVITEMANAGER

TicketManager is a fast-growing, VC backed, enterprise SaaS startup that makes inviting customers to events or outings simple by enabling companies to measure the business impact of sports and entertainment assets and customer invitations while staying compliant. Its InviteManager application helps companies of all sizes use the tickets, gift cards, and invitations they own, buy the tickets they need, and stay compliant with all federal, state, and local regulation without adding another layer of red-tape or confusing software, while growing their business with corporate entertainment. A uniquely positioned business, InviteManager also provides opportunity for fast growth and career opportunities.

### 24. SELECT FUNDING

Select Funding was started in 2009 by industry professionals with more than 30+ collective years' experience in small business finance. Since then, the growing firm has loaned more than \$75 million dollars to thousands of businesses across the country. The company provides a rewarding and positive atmosphere for employees as well, with performance-based celebrations, such as company trips, or parties, flexible work hours tailored to family needs, free Friday breakfasts and a generous bonus structure. The team even celebrated beating performance goals recently with an all-employee pool part in Las Vegas.

### 25. KARDENT DESIGN

With over 25 years of working together, the Kardent Design team is inspired by helping clients make an impact. The firm's collaborative approach applies a unique blend of expert individual knowledge, unmatched comprehensive service and proactive client-centric planning to create ultimate project efficiency, dependable accessibility and an exceptional quality of work. Employees are also motivated by the number of perks available to staff – including “half-day Fridays,” great annual holiday parties, themed office happy hours, in-office Pilates and wellness classes, and even an in-office ice cream cart!

### 26. FLIPAGRAM, INC.

Launched as a free app in November 2013, Flipagram's mission is to give everyone the power to create and share compelling, visual stories that inspire, entertain and inform. With

tens of millions of users monthly worldwide and growing, Flipagram is quickly becoming a go-to platform for creators, influencers, artists and anyone who wants to share powerful short visual stories that transcend language and inspire action. Truly a company of the modern age, Flipagram offers its employees lots of in-office perks and toys, ranging from hoverboards to a Ping Pong table to Nerf Guns. It also offers charity events for local non-profits where employees can get involved, and a flexible work from home policy.

### 27. PLAYQ INC.

PlayQ is a leading mobile/social gaming company building high quality games for iOS, Google Play, Amazon, and Facebook. Its titles have reached over 50 million downloads worldwide, with millions of users playing PlayQ games every day. The company was founded in 2007 and is backed by the Techstars program. With the launch of its latest title, Charm King, the company is growing quicker than ever. Employees enjoy staff events such as box seats to sporting events, bowling, happy hours and barbecues. The company also maintains an atmosphere of fun – regularly celebrating off-the-beaten-path “holidays” such as National Cookie Day, National Donut Day and National Popcorn Day.

### 28. MURPHY RESEARCH

Murphy Research is a boutique, full service market research firm headquartered in West Los Angeles. It was established out of a desire to create a firm that is committed to providing the highest quality research in a creative, accessible manner. Murphy works with a broad array of clients on strategic initiatives at all stages of the business cycle. The firm maintains an enjoyable atmosphere for employees with casual dress, flexible summer hours, onsite outdoor events, “3rd Friday” happy hours, “Workout Wednesdays” on the balcony, and free food. There is also encouragement of staff blogging and robust social media branding.

### 29. JOHN AAROE GROUP

John Aaroe Group is a leading real estate brokerage specializing in high-end property in the greater Los Angeles area. The company has represented some of the region's most prestigious properties, including the highest priced sale in the history of Beverly Hills. Employees have direct access to company ownership and leadership, and there is a true open door policy. Also, food is delivered to the offices regularly and the company hosts great annual holiday parties. There are great benefits as well. John Aaroe covers 75% of the insurance costs and provides a \$50,000 life insurance policy to its employees at no cost.

### 30. GISH SEIDEN LLP

gish SEIDEN is a leading local CPA Firm that has serviced small to mid-size businesses, their owners and successful individuals for the past 74 years. It is a firm with many specialties including tax, financial, assurance, and consulting services. Employees are regularly rewarded for their efforts and the entire firm enjoys an annual “After Tax Season Party” in Las Vegas. There are monthly gift card drawings at the staff meetings. And during tax season, gish SEIDEN makes sure everyone's batteries are fully charged with chair massages and extra-special events and contests.

# BEST

Places to Work



## The Best Places to Work in L.A. 2016

LARGE COMPANIES (250 or more employees)								
Rank	Name	Local Headquarters Address	Corporate Web site	Company overview	Total number of employees in California, full and part time*	Average annual salary for exempt employees (including partners if salaried)	Average annual salary for non-exempt employees	Top executive, title
1	<b>West Monroe Partners</b>	222 West Adams Street, Floor 11, Chicago, IL 60606	www.westmonroepartners.com	Consulting	11	120385	43682	Ken Siegman, Senior Director
2	<b>Pariveda Solutions</b>	2811 McKinney Ave, Suite #220, Dallas, TX 75007	www.parivedasolutions.com	Technology	18	118875	0	Mike Strange, Office Managing Vice President
3	<b>DPR Construction</b>	1450 Veterans Boulevard, Redwood City, CA 94063	www.dpr.com	Construction	76	116600	61300	David M. Seastrom, Regional Manager
4	<b>Amobee</b>	950 Tower Lane   Suite 2000, Foster City, CA 94404	www.amobee.com	Advertising/Public Relations/Marketing	64	122776	56132	Mark Strecker, CEO
5	<b>Trace3</b>	7565 Irvine Center Drive, Irvine, CA 92618	http://trace3.com/	Technology		140000	51000	Chad Cardenas, President/CIO
6	<b>HKS Architects, Inc.</b>	350 N. St. Paul, Suite 100, Dallas, TX 75201	www.hksinc.com	Architecture	30	95883	45571	Scott Hunter, Principal and Pacific Region Director
7	<b>Alston &amp; Bird LLP</b>	1201 West Peachtree Street, Atlanta, GA 30309	www.alston.com	Legal	37	284347	67019	Thomas Wingard, Partner in Charge
8	<b>Harbor Distributing LLC</b>	5901 Bolsa Avenue, Huntington Beach, CA 92647	www.harbordistributingllc.com/	Distribution	91	79343	50483	Dominick Johnson, VP of Sales
9	<b>Roth Staffing Companies</b>	450 N State College Blvd, Orange, CA 92868	www.rothstaffing.com	Staffing	46	92914	49527	Adam Roth, CEO
10	<b>CBIZ MHM, LLC</b>	6050 Oak Tree Blvd Ste 500, Cleveland, OH 44131	www.cbiz.com	Financial Services - Other	44	99055	42622	James R. Parks, Managing Director
11	<b>Dun &amp; Bradstreet</b>	22761 Pacific Coast Highway, Malibu, CA 90265	www.dnb.com	Financial Services - Other	73	115000	50000	Jeff Stibel, Vice Chairman
12	<b>Moss Adams, LLP</b>	999 3rd Ave, #3300, Seattle, WA 98104	http://www.mossadams.com	Accounting	115			Todd Van der Wel, Managing Partner in Charge
13	<b>PCL Construction Services, Inc.</b>	2000 S. Colorado Blvd., Denver, CO 80222	www.pcl.com	Construction	52	99711	55797	Jack Sample, Vice President/District Manager
14	<b>Protiviti</b>	2884 Sand Hill Road, Menlo Park, CA 94025	www.protiviti.com	Consulting				Thomas McClune, Managing Director
15	<b>Edmunds</b>	1620 26th Street - Suite 400 South, Santa Monica, CA 90404	www.edmunds.com	Technology	276	128846	58679	Avi Steinlauf, CEO
16	<b>Everbridge</b>	500 North Brand Boulevard, STE 1000, Glendale, CA 91203	www.everbridge.com	Technology	45	102000	55000	Phillip Huff, Vice President/Controller
17	<b>Insperty</b>	19001 Crescent Springs Drive, Houston, TX 77339	www.insperity.com	Services — Other				Tom Gearty, Regional Vice President
18	<b>BlackLine</b>	21300 Victory Blvd, 12th Floor, Los Angeles, CA 91367	www.blackline.com	Technology	89	128464	67289	Therese Tucker, CEO/Founder
19	<b>Horizon Media, Inc.</b>	75 Varick Street, New York, NY 10013	www.horizonmedia.com	Media	162	101000	40000	Serena Duff, EVP/General Manager
20	<b>Slalom</b>	821 2nd Ave, Suite 1900, Seattle, WA 98104	www.slalom.com	Consulting	33	137377	0	Rick Rankin, General Manager

# BEST

## Places to Work



### LARGE COMPANIES (250 or more employees)

Rank	Name	Local Headquarters Address	Corporate Web site	Company overview	Total number of employees in California, full and part time*	Average annual salary for exempt employees (including partners if salaried)	Average annual salary for non-exempt employees	Top executive, title
21	<b>OpenX Technologies Inc</b>	888 East Walnut Street, 2nd Floor, Pasadena, CA 91101	www.openx.com	Technology	214	131934	60141	Tim Cadogan, CEO
22	<b>Boingo Wireless</b>	10960 Wilshire Blvd., Ste. 2300, Los Angeles, CA 90024	www.boingo.com	Technology	81	126000	57500	Dave Hagan, Chairman/CEO
23	<b>Hulu</b>	2500 Broadway, 2nd Floor, Santa Monica, CA 90404	www.hulu.com	Entertainment and Technology	613	139767	33716	Mike Hopkins, CEO
24	<b>Cresa Los Angeles</b>		www.cresa.com	Real Estate	51	417800	62803	Gerald A. Porter, Managing Principal
25	<b>JLL</b>	200 East Randolph Street, Chicago, IL 60601	www.jll.com/losangeles	Real Estate	159	87339	54913	Peter Belisle, Market Director
26	<b>Electronic Arts / DICE LA</b>	209 Redwood Shores Parkway, Redwood City, CA 94065	www.ea.com	Technology	63	128676	59389	Fredrik Loving, General Manager, DICE LA
27	<b>Keenan</b>	2355 Crenshaw Blvd. Ste 200, Torrance, CA 90501	www.keenan.com	Insurance brokerage and consulting - all lines	168	104646	46293	Sean Smith, President/CEO
28	<b>Brookfield</b>	250 Vesey Street, New York, NY 10281	www.brookfield.com	Real Estate	40	128410	68367	Bert Dezzutti, EVP
29	<b>Bernards</b>	555 First Street, San Fernando, CA 91340	www.bernards.com	Construction	72	115584	53023	Douglas Bernards, CEO
30	<b>Turner Construction Company</b>	375 Hudson Street, New York, NY 10014	www.turnerconstruction.com	Construction	153			Kevin Dow, VP/General Manager
31	<b>Shawmut Design and Construction</b>	560 Harrison Avenue, Boston, MA 02118	www.Shawmut.com	Construction	16	113000	58000	Vincent Spataro, Director of Southern California

### How We Did It!

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 LA 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 [www.BestPlacesToWorkLA.com](http://www.BestPlacesToWorkLA.com) for more information or call Best Companies Group toll free at (877) 455-2159.

# BEST

## Places to Work



### MEDIUM-SIZED COMPANIES (50 to 249 employees)

Rank	Name	Local Headquarters Address	Corporate Web site	Company overview	Total number of employees in California, full and part time*	Average annual salary for exempt employees (including partners if salaried)	Average annual salary for non-exempt employees	Top executive, title
1	<b>Hughes Marino</b>	1450 Front Street, San Diego, CA 92101	www.hughesmarino.com	Real Estate	9			Jason Hughes, President/CEO/Owner
2	<b>ACT Environmental Services</b>	127 Admiralty Way, Sunnyvale, CA 94089	www.actenviro.com	Environmental Services	10	82016	40539	Pasquale Paduano, Vice President of Operations
3	<b>ZestFinance</b>	6636 Hollywood Boulevard, Los Angeles, CA 90028	www.zestfinance.com	Technology	93	144727		Douglas Merrill, CEO/Founder
4	<b>ChowNow</b>	12181 Bluff Creek Dr. W200, Playa Vista, CA 90094	www.chownow.com	Technology	44	72100	38460	Chris Webb, CEO
5	<b>WONGDOODY</b>	1011 Western Avenue, Seattle, WA 98104	www.wongdoody.com	Advertising/Public Relations/Marketing	16	105769	46865	Ben Wiener, CEO
6	<b>Signature Estate &amp; Investment Advisors</b>	2121 Avenue of the Stars #1600, Los Angeles, CA 90067	www.seia.com	Financial Services - Other	19	150000	65000	Brian D. Holmes, President/CEO
7	<b>Slickdeals</b>	6255 W. Sunset Blvd., Ste. 1110, Los Angeles, CA 90028	www.slickdeals.net	Internet Publishing	22	117718	16292	Josh Meyers, CEO
8	<b>KARGO</b>	826 Broadway, 5th Floor, New York, NY 10003	www.kargo.com	Advertising/Public Relations/Marketing	19			Chris Pinel, Sr. Director of Sales
9	<b>GlobalWide Media</b>	2945 Townsgate Road #350, Westlake Village, CA 91361	www.globalwidemedia.com	Digital Marketing	41	111268	36500	Farshad Fardad, CEO
10	<b>New Horizons Learning Group</b>	1900 S. State College Boulevard, Anaheim, CA 92806	www.nhlearninggroup.com	Technology	20	59998	36607	Vic Emurian, COO
11	<b>Partners Trust Real Estate Brokerage &amp; Acquisitions</b>	11740 San Vicente Boulevard, Suite 203, Los Angeles, CA 90049	www.thepartnerstrust.com	Real Estate	250	45000	31200	Nick Segal, President
12	<b>Allison+Partners</b>	40 Gold Street, San Francisco, CA 94133	www.allisonpr.com	Advertising/Public Relations/Marketing	16	0		Scott Pansky, Partner/Co-Founder
13	<b>CallFire</b>	1410 2nd St #200, Santa Monica, CA 90401	www.callfire.com	Telecommunications	36	138000	54000	Michel Veys, CEO
14	<b>Wpromote, Inc.</b>	2100 East Grand Ave., Suite 100, El Segundo, CA 90245	www.wpromote.com	Advertising/Public Relations/Marketing	154	62894	38937	Michael Mothner, CEO/Founder
15	<b>Centerfield</b>	855 N. Douglas Street, El Segundo, 90278	www.centerfield.com	Technology	31	93000		Jason Cohen & Brett Cravatt, Co-Presidents
16	<b>Goetzman Group</b>	21700 Oxnard St. Suite 1540, Woodland Hills, CA 91367	www.goetzmangroup.com	Financial Services - Other	8	75000		Greg Goetzman, CEO/Founder
17	<b>CNM LLP</b>	21051 Warner Center Lane #140, Woodland Hills, CA 91367	www.cnmlp.com	Accounting	30	117000	41600	Nathan Matthews, Managing Partner
18	<b>Prodege, LLC</b>	100 N. Sepulveda Blvd. #800, El Segundo, CA 90245	www.prodege.com	e-commerce	79	124395	58197	Chuck Davis, CEO
19	<b>Currency Capital</b>	12100 Wilshire Boulevard, Suite 1750, Los Angeles, CA 90025	http://currencycap.com/	Financial Services - Other	25	200000	150000	Blake Johnson, Chairman/Founder
20	<b>P2S Engineering, Inc.</b>	5000 E. Spring Street, 8th Floor, Long Beach, CA 90815	www.p2seng.com	Engineering	52	105000	58000	Kevin L. Peterson, CEO

# BEST

## Places to Work



### MEDIUM-SIZED COMPANIES (50 to 249 employees)

Rank	Name	Local Headquarters Address	Corporate Web site	Company overview	Total number of employees in California, full and part time*	Average annual salary for exempt employees (including partners if salaried)	Average annual salary for non-exempt employees	Top executive, title
21	<b>Phelps</b>	12121 Bluff Creek Drive #200, Los Angeles, CA 90094	www.phelpsagency.com	Advertising/Public Relations/Marketing	39	78000	33000	Joe Phelps, CEO/Founder
22	<b>Hoffman Brown Company</b>	5000 Van Nuys Blvd., 6th Floor, Sherman Oaks, CA 91403	www.hoffmanbrown.com	Insurance (non-healthcare)	7			Steven M. Brown, CEO
23	<b>Murphy O'Brien Public Relations</b>	11444 W. Olympic Blvd. #600, Los Angeles, CA 90064	www.murphyobrien.com	Advertising/Public Relations/Marketing	45	88800	31200	Karen Murphy O'Brien, Chairman/CEO
24	<b>Bolton &amp; Company</b>	3475 E. Foothill Blvd. Suite 100, Pasadena, CA 91107	www.boltonco.com	Insurance (non-healthcare)	42	266970	61860	Steve Brockmeyer, CEO
25	<b>Pango Group</b>	6100 San Fernando Road, Glendale, CA 91201	www.pangogroup.com	Real Estate	63	68500	45500	Scott Akerley, CEO
26	<b>Vincent Huang and Associates</b>		www.vhacorp.com	Prepaid Wireless Industry	42	61961	36524	Vincent Huang, President
27	<b>NorthStar Moving Corporation</b>	9120 Mason Ave. Chatsworth, CA 91311	www.northstarmoving.com	Moving & Storage	133	0	36000	Abraham Katalan, President/CEO
28	<b>180fusion, LLC</b>	11620 Wilshire Blvd Ste 820, Los Angeles, CA 90025	www.180fusion.com	Advertising/Public Relations/Marketing	9	43000	25000	Scott Cohen, CEO
29	<b>Plaza Travel</b>	16530 Ventura Blvd. Suite 106, Encino, CA 91436	www.plazatravel.com	Travel	7			Steven J Orens, President
30	<b>Beach Cities Health District</b>		www.bchd.org	Public agency- healthcare district	50	75547	25659	Susan Burden, CEO
31	<b>OnPrem Solution Partners</b>		www.onprem.com	Consulting	60	115000	114000	Frank Leal, Jon Christian, Christophe Ponsart, Candice Lu, Founding Partners
32	<b>M&amp;C Saatchi LA, Inc</b>	2032 Broadway Street, Santa Monica, CA 90404	www.mcsaatchi-la.com	Advertising/Public Relations/Marketing	46	85000	0	Huw Griffith, CEO/Partner
33	<b>Windes</b>	111 West Ocean Boulevard, 22nd Floor, Long Beach, CA 90802	www.windes.com	Accounting	42	155000	64000	John L. Di Carlo, Managing Partner/President
34	<b>Fast Pay Partners, LLC</b>	8201 Beverly Blvd. Floor 6, Los Angeles, CA 90048	www.gofastpay.com	Financial Services - Other	45			Jed Simon, CEO/Founder
35	<b>SnackNation</b>	4641 Leahy St. Culver City, CA 90232	www.snacknation.com	Healthy Snack Delivery	49	200000	65000	Sean Kelly, CEO/Co-Founder
36	<b>PatientPop</b>	1221 2nd Street, Suite 400, Santa Monica, CA 90401	www.patientpop.com	Technology	53	66114	41066	Travis Schneider, CEO
37	<b>Green Hasson Janks</b>	10990 Wilshire Blvd., 16th Floor, Los Angeles, CA 90024	www.greenhassonjanks.com	Accounting	70	110871	60825	Leon Janks, Managing Partner
38	<b>Innovid</b>	30 Irving Place, 12th Floor, New York, NY 10003	www.innovid.com	Advertising/Public Relations/Marketing	16	90543	10000	Scott Clark, VP, Head of Brand Partnerships
39	<b>Primitive Logic Inc</b>	704 Sansome Street, San Francisco, CA 94111	www.primitivelogic.com	Consulting				Ross Plank, Senior Director

# BEST

Places to Work



## SMALL COMPANIES (15 to 49 employees)

Rank	Name	Local Headquarters Address	Corporate Web site	Company overview	Total number of employees in California, full and part time*	Average annual salary for exempt employees (including partners if salaried)	Average annual salary for non-exempt employees	Top executive, title
1	<b>AdvicePeriod</b>	2121 Avenue of the Stars #2350, Los Angeles, CA 90067	www.adviceperiod.com	Financial Services - Other	10	150000	0	Larry Miles, Principal
2	<b>Financial Finesse</b>	221 California Street, El Segundo, CA 90245	www.financialfinesse.com	Workplace Financial Education	8	83000	0	Liz Davidson, CEO
3	<b>engage:BDR</b>	9000 W Sunset Boulevard, Suite 500, West Hollywood, CA 90069	www.engagebdr.com	Technology	32	91670	39000	Ted Dhanik, President/CEO
4	<b>Structural Focus</b>		www.structuralfocus.com	Engineering	14	94000	40000	David Cocke, President
5	<b>Vaco Los Angeles, LLC</b>	6701 Center Drive W., Suite 960, Los Angeles, CA 90045	www.vaco.com/los-angeles	Staffing	26	75000	45000	Frances Moreno, Managing Partner
6	<b>DataScience Inc</b>	200 Corporate Pointe, Suite 200, Los Angeles, CA 90230	www.datascience.com	Technology	40	135000		Ian Swanson, CEO/Founder
7	<b>Konnect Agency</b>	888 S. Figueroa Street, Suite 1000, Los Angeles, CA 90017	www.konnect-pr.com	Advertising/Public Relations/Marketing	27	70000	35000	Sabina Gault, CEO
8	<b>Blaze PR</b>	1427 Third Street Promenade, Suite 201, Santa Monica, CA 90401	www.BlazePR.com	Advertising/Public Relations/Marketing	7	98500	40000	Matt Kovacs, President
9	<b>Northwestern Mutual - West Los Angeles</b>		westlosangeles.nm.com	Financial Services - Other	19	95000	42000	Juan S. Baron, CFP, CLU, ChFC, Managing Director
10	<b>Roze Room Hospice of San Gabriel Valley</b>	55 E. Huntington Drive, Suite 238, Arcadia, CA 91006	www.rozeroomhospiceofsangabrielvalley.org	Healthcare - Provider	12	115000	74000	Lena Beker, President

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*Los Angeles*  
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# BEST

## Places to Work

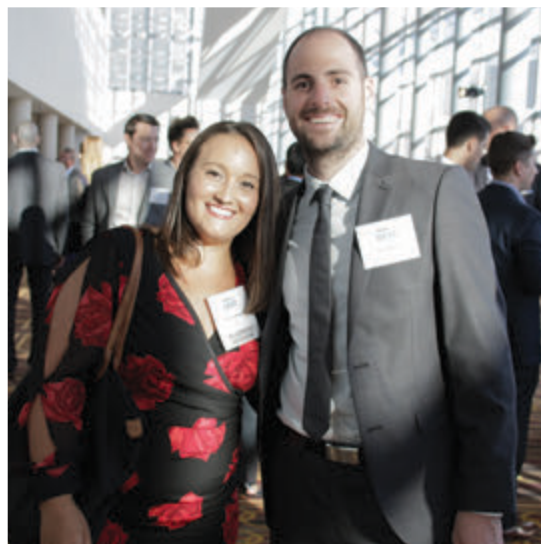


### SMALL COMPANIES (15 to 49 employees)

Rank	Name	Local Headquarters Address	Corporate Web site	Company overview	Total number of employees in California, full and part time*	Average annual salary for exempt employees (including partners if salaried)	Average annual salary for non-exempt employees	Top executive, title
11	<b>Top Tier Consulting</b>	21550 Oxnard Street, Woodland Hills, CA 91367	www.t2c.com	Consulting	9	153000	49000	Brad Armstrong, President
12	<b>Epic Freight Solutions</b>	15901 Hawthorne Blvd., Lawndale, CA 90260	www.epicfs.com	Transportation	9	55000	48000	John Moran, CEO
13	<b>LBW Insurance and Financial Services</b>	28055 Smyth Dr., Valencia, CA 91355	www.lbwinsurance.com	Insurance (non-healthcare)	4	124212	50791	Mitzi Like, President/CEO
14	<b>Syncromatic</b>	523 W 6th St, Suite 444, Los Angeles, CA 90014	www.syncromatic.com	Technology	9	108000	0	Chris Welch, COO
15	<b>Rosano Partners</b>	700 S. Flower St. Ste., 2526, Los Angeles, CA 90017	www.rosanopartners.com	Real Estate	6	64000	44000	Sagiv Rosano, CEO
16	<b>PMBC Group</b>	Margarita LaVerde	www.PMBCgroup.com	Advertising/Public Relations/Marketing	6	70000		Ola Danilina, CEO/Founder
17	<b>Onisko &amp; Scholz, Certified Public Accountants, LLP</b>	5000 E. Spring St. #200, Long Beach, CA 90815	www.oniskoscholz.com	Accounting	13	119000	45000	Paul P. Scholz, CPA, Managing Partner
18	<b>E-STET</b>	1149 S Hill Street, Suite H-465, Los Angeles, CA 90015	www.e-stet.com	Technology	13	105000	0	Michael Dunn, President
19	<b>Dial800</b>	10940 Wilshire Blvd., 17th Floor, Los Angeles, CA 90024	www.dial800.com	Advertising/Public Relations/Marketing	13	65000	45000	James Diorio, CEO
20	<b>StudyMode</b>	1680 Vine Street, Suite 1200, Los Angeles, CA 90028	www.StudyMode.com	Technology	19			Thomas Swalla, CEO
21	<b>Mansour Travel Company</b>	345 N Maple Drive, Ste 210, Beverly Hills, CA 90210	www.mansourtravel.com	Travel Management Company (Travel Agency)	2	90200	53550	Virginia Kay Mansour, President/CEO
22	<b>Montage Insurance Solutions</b>	5550 Topanga Canyon Blvd, Suite 310, Woodland Hills, CA 91367	www.montageinsurance.com	Insurance (non-healthcare)	4	128000	55000	Danone Simpson, President/CEO
23	<b>InviteManager</b>		www.invitemanager.com	Technology	38	98324		Tony Knopp, CEO
24	<b>Select Funding</b>	6320 Canoga Ave #650, Woodland Hills, CA 91367	www.selectfunding.com	Financial Services - Other	16	32000	48000	Brian Spratt, CEO
25	<b>Kardent Design</b>	11 Golden Shore, Suite 540, Long Beach, CA 90802	www.kardentdesign.com	Architecture	4	80000	50000	Richard Dilday, President
26	<b>Flipagram, Inc.</b>	10351 Santa Monica Blvd, Suite 310, Los Angeles, CA 90025	www.flipagram.com	Technology	27	127692		Farhad Mohit, CEO
27	<b>PlayQ Inc.</b>	3110 Main St., Suite 400, Santa Monica, CA 90405	www.playq.net	Gaming	20		0	Joseph Aigboboh, CEO
28	<b>Murphy Research</b>	12100 Wilshire Blvd, Suite 1820, Los Angeles, CA 90025	www.murphyresearch.com	Consulting	21	98583	46433	Chuck Murphy, President
29	<b>John Aaroe Group</b>	150 S. Rodeo Drive, Suite 100, Beverly Hills, CA 90212	www.aaroe.com	Real Estate	8 full time and 2 part time			John Aaroe, CEO/Founder
30	<b>gish SEIDEN LLP</b>		www.gishseiden.com	Accounting	13	86039	46778	Maureen O'Gara-Adford, Managing Partner

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