

The Los Angeles Business Journal presents

BEST PLACES TO WORK IN LOS ANGELES



Honorees accept their awards. Left to right: Presenting Sponsors Kathleen Chapman and Chris Grassa of Torrey Pines Bank, John Abrena of NetApp, Thomas Wingard of Alston & Bird, Marisa Palomo of The PENTA Building Group, Komnieve Singh of CallFire, Scott Hunter of HKS Architects, John Moran of Epic Freight Solutions, Magaly Gomez of Vaco Los Angeles, Eric Hammond of WONGDOODY, Presenting Sponsor Danone Simpson of Montage Insurance Solutions, and Peter Burke of Best Companies Group.

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

THE 9th 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 Wednesday, August 19th. 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 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).



Nearly 700 attendees were on hand at the JW Marriott Los Angeles at L.A. Live to support the honorees.

The Best Large Companies to Work for in Los Angeles

1. HKS Architects, Inc.

Year after year, HKS Architects achieves a ranking at or near the top of the Best Large Company to Work for in Los Angeles. This year, their excellent treatment of employees has landed them at the very top. Atop-five architectural design firm, HKS since 1939 has completed construction projects in more than 1,648 cities and 84 countries. The firm operates from 26 worldwide offices. HKS has consistently been ranked among the top firms in volume of architecture. But it's not just about volume of work. Through a focused visioning process, we collaborate with each client to evaluate 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, the hugely successful annual Christmas Party, innovative employee community involvement and wellness programs and regular company lunches, to the flexible schedules offered and the monthly "Nice Job" award program, where mentors, supervisors and peers can nominate employees for spot bonuses for a job well done. In addition to an annual salary, the firm hosts a year-end bonus program that has been distributed as long as the firm has remained profitable. Including the difficult recession years recently, the firm has not ever stopped giving year-end bonuses.

2. Alston & Bird LLP

Once again ranking among the very top places to work in Los Angeles, Alston & Bird LLP is a major law firm with more than 800 attorneys providing legal counsel to large corporations throughout the world. The firm is hired to find solutions to complex problems—whether they relate to securing financing for a strategic acquisition or expansion, resolving a tax controversy with the IRS, defending a bet-the-company lawsuit or securing intellectual property patents necessary to protect vital business assets. Practice areas encompass just about anything a business deals with and involve four primary areas of law: corporate and finance, litigation, intellectual property and tax.

Employees at the firm love the firm's "Staff Appreciation Week Celebration," when for five days employees are pampered with catered breakfast, themed lunches, afternoon treats such as a brownies/cupcakes and coffee/cappuccino bars and daily high-end prize giveaways. There are a number of other major parties such as the annual Holiday party where the firm rents out an entire restaurant and airline tickets and provides electronics to be given away. Thanksgiving lunch with all the trimmings is also well received, as is the all-day Halloween party including costume contest and office trick-or-treating.

3. NetApp

Throughout the world, leading organizations count on NetApp for software, sys-

tems and services to manage and store their data. The company helps enterprises and service providers envision, deploy and evolve their IT environments. Customers also benefit from NetApp's open collaboration with other technology leaders to create the specific solutions they need. The employee team is passionate about customer success. NetApp's company culture and work environment support that dedication.

Since its beginnings, NetApp has been focused on work life balance to all employees and even holds mid-year and year-end shutdowns to drive that culture home. When asked what some of the favorite aspects of working for NetApp are, beer seems to be among the most commonly smiled-about themes. Since the company was built on ONTAP, the refrigerators are always stocked for after hours entertainment. One a more serious note, the company's executive level management team is grounded and are very inclusive throughout the entire organization, which is also a popular aspect of working at the company. The fact that all employees have access to foosball and ping pong tables along with DirecTV service in common areas and Nerf toys that are kept in a general area to play war games when time permits are a nice bonus as well.

4. PCL Construction Services, Inc.

The PCL Family of Companies are construction leaders in buildings, civil infrastructure and heavy industrial markets.

We are more than builders. We are construction partners who are passionate about what we do and our partners' success. We pride ourselves 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!

5. 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 company's "Random Acts of Giving" program is also well loved. Every month, the company surprises coworkers with gifts such as reusable coffee mugs, Fitbits, lunch totes, community volunteer t-shirts, drawings for iPads, etc. Coworkers open their interoffice mail and find thoughtful gifts.

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"Congratulations to the Montage Team as we achieved #4 Best Small Company on the Best Places to Work list in Los Angeles! The Montage team delivers on promises using our TEAM approach- Total EE/ER Appreciation Management promoting: wellness, a safe work environment, EE engagement and incentive programs which help to build an outstanding culture - one employee at a time!"
- Danone Simpson, CEO, Montage Insurance Solutions

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6. 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. The holiday parties, regular staff happy hours and the ability for employees to work from home when sick, are perks appreciated by the employees, as are the quarterly promotion celebrations. The company even offers a class called "Deliberate Practice" which teaches the fundamentals of making your career goals into deliberate action item steps to achieve them.

7. Point B Inc.

Point B, Inc. is a management consulting and venture investment firm. It helps organizations form, execute, and thrive. Clients look to them for industry and functional expertise combined with an ability to execute. Employees recharge their batteries with the company's generous paid vacations. Point B sends associates and their partners with a fully sponsored annual two-night, three-day summer getaway. This year (to celebrate the company's 20th anniversary) Point B is funding a trip for its more than 550 employees and partners for a three-day trip to a resort in Nevada.

8. EMC Corporation

EMC is a global leader in enabling businesses and service providers to transform their operations and deliver information technology as a service (ITaaS). Fundamental to this transformation is cloud computing. EMC leadership and culture allows everyone that works there the autonomy to do their jobs. This approach is supported by EMC's above industry standard rewards to recognize success, goal achievement, and strategy execution. There is also a tremendous amount of training opportunities driven by the award-winning EMC University. Development programs enable employees to grow and learn new skills leading to career-advancement opportunities and be subject matter experts on products and services.

9. Moss Adams

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.

10. CBIZ MHM, LLC

This tax specializing accounting leader treats its employees as VIPs. For example, in April CBIZ MHM paid for dinner,

drinks and games at Dave and Buster's. Last summer, CBIZ MHM took employees and their entire families to Disneyland. Also, birthday and anniversary celebrations are a big deal, too — with rotating desserts (ice cream cake, cupcakes, fruit pies, etc.), every month for all employees. During busy season (approximately four months of the year), catered dinners and lunches are brought in five times per week for those working long hours.

11. Partners Trust Real Estate Brokerage and Acquisitions

Partners Trust is a boutique real estate brokerage where the objective is to present clients with the most professional, successful and ethical real estate associates in the business and to represent clients with care. The Partners Trust founders utilized their extensive experience and resources to create a Company that is both unique and beneficial for those willing to commit to the rigorous standards that have been set forth. The Company's intention is to empower each member of its sales force each and every step of the way. Truly a rewarding place to work, employees appreciate that management actually listens to staff and works with their needs.

12. Horizon Media

Horizon Media, Inc. is the largest 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. Management believes that a healthier lifestyle can be achieved when a fair amount of personal time off, sick days, life event time for personal achievements and community service and occasional surprise extra days off and team building events are provided. The company also provides its employees with an open door policy to develop mentoring relationships, share new ideas and thinking, participate in new business and brainstorming opportunities.

13. Perkins Coie LLP

Founded in 1912, Perkins Coie is a law firm with more than 950 attorneys in 19 offices across the United States and Asia. The firm provides a full array of corporate, commercial litigation, and intellectual property legal services to a wide variety of clients. It also keeps things interesting for the employees, with its "Snooze or Cruise" PTO certificates, strolling liquor wagons, drawings for round-trip tickets and cash prizes, and even a company basketball team. With all these perks, the generous year-end staff bonuses are just the icing on the cake for staff.

14. First American Title Insurance Company

With roots dating back to 1889, First American brings experience, expertise and a wide range of products and services to consumers and the real estate and mortgage industries. Through its operating subsidiaries, First American offers title insurance, settlement services, property data and analytics, title data and technology, property and casualty insurance products, home warranty services and many others. The company celebrates and honors business successes with company-wide, generous incentive and bonus programs and end-of-year/end-of-month appreciation celebra-

tions. A Big supporter of employee development programs, First American also encourages employee growth and development and promotes from within.

15. 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 sabbatical program that allows employees the chance to take 1-3 months of paid leave. 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.

16. 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 new 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, "Food Truck Extravaganza," and fun wellness challenges year round that feature great prizes. The company also maintains a "Keenan Impact Day" where hundreds of Keenan helping hands accomplish more than 15 community service projects together from supporting troops overseas to providing meals at the local mission.

17. 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.

18. Ryan

Ryan is an award-winning global tax services firm, with the largest indirect and property tax practices in North America and the sixth largest corporate tax practice in the United States. Employees report that the many training and development opportunities offered to further themselves professionally are one of the best things about working at Ryan. Also appreciated is that the company's leadership recognizes and respects entrepreneurial spirit. Employees love Ryan's commitment to professional and personal success for all employees. The broad range of benefits, including, but not limited to maternity leave, tuition reimbursement, gym membership and wellness programs, and community outreach are also a bonus to working at Ryan.

19. Edmunds.com

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.

20. Logix Federal Credit Union

Logix Federal Credit Union (LFCU) is a not-for-profit cooperative financial institution, which operates much like a traditional bank, except it is owned and controlled by the people who use its services, commonly called "members." LFCU employees enjoy that they are paid on a salaried basis and never receive a deduction in pay for a partial day absence but still enjoy overtime pay. The company also offers an Employee Mortgage Discount Program to employees — currently the rate is less than 1% — enabling LFCU staff the opportunity to realize the dream of homeownership.

21. Cornerstone OnDemand

Cornerstone OnDemand helps organizations to recruit, train and manage their people. The company works with hundreds of the world's largest companies—from Walgreens and Starwood Hotels & Resorts to Deutsche Post DHL and Xerox—and thousands of smaller ones to help them engage their workforces and empower their people. Cornerstone's software impacts every aspect of the employee experience, helping people to make their best work even better — which ultimately translates into greater business results. The company practices what it preaches as well, keeping top talent happy with unlimited vacation, a candy wall offering tasty treats, "development days" and flexible work schedules.

22. Slalom

Slalom designs and builds strategies and systems to help its clients solve some of their most complex and interesting business challenges. The company goes out of its way to put people first. Every individual who joins the company becomes part of its fabric, weaving their talents and perspective to the greater whole of who Slalom is. Of all the things that make Slalom unique, the employees are at the top of the list. They're seasoned consultants with deep expertise in their chosen fields who genuinely care about making a difference in clients' businesses, and the communities they live in. And there's something else—they smile.

23. 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

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³ As a division of Western Alliance Bank, asset figure is as of 03/31/2015.

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collaborative team environment and an "open door" policy. The company also offers great health benefits, a generous bonus structure and a VIP reward system. Community involvement is encouraged and promoted from within, and the company takes the importance of contributing something back to worthy causes with its employee charitable donation matching program.

24. BlackLine

BlackLine 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.

25. 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.

26. North Highland

North Highland is a global consulting firm with a proven record of enabling great returns on its clients' investments. North Highland's high-caliber consultants offer deep experience and expertise across many diverse industries and service areas. Employees like the way the company fosters a feeling of community and friendship among the office by hosting community service events, happy hours and other events that bring people together. The company also provides career flexibility, empowering employees to pursue certifications and projects that are interesting to them. Employees report that respect for them as people first, employees second helps them enjoy a great work-life balance.

27. Boingo Wireless, Inc.

Boingo Wireless, Inc. helps the world stay connected. The company's vast footprint of Wi-Fi and cellular networks covers more than a million locations and reaches over a billion consumers annually – in places as varied as airports, stadiums, universities, and military bases. For

employees, the company offers a highly collaborative work environment with free food and unlimited vacations and employee teambuilding activities at least once per month. Boingo provides a \$5000 relocation allowance for those living outside of 30 miles from the office. The company also hosts a group walking challenge, paying up to \$50 for a Fitbit or similar device for each employee and prizes for those who beat walking goals.

28. Dun & Bradstreet

Dun & Bradstreet 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. The company celebrates both failure and success - and even have a failure wall where employees are encouraged to write their failed experiences. The company also offers an unlimited paid time off plan.

29. Insperity

Insperity, a trusted advisor to America's best businesses for more than 29 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. Insperity recognizes its employees' outstanding accomplishments, both at work and in the commu-

nity, 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.

30. Wedgewood

Wedgewood is a real estate investment firm that conducts purchase of distressed assets that are flipped and sold. The company also has a division that purchases pools of non-performing loans and private money lending. Internal investments are available for the employees within the company, enabling them to establish a sense of ownership. The company also owns several vacation homes that are available for employees to use for free. Perhaps most importantly, Wedgewood hosts employee and management "town hall" meetings to bring everyone together and inform all of what is going on with the company.

31. Turner Construction Company

Turner is an international construction 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 world-class health and

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welfare benefits, including a comprehensive wellness program. Employees also appreciate that Turner offers the ability to work on the most cutting edge construction projects in the world while providing ample opportunity to work creatively and rotate through various job functions to round out skill sets.

32. Alliance Residential Company

Alliance is one of the largest private U.S. multifamily companies with offices throughout the West, Southwest, South-Central, Southeast, Mid-Atlantic and Northeast. The company's managers have a budget to host team building events catered to their teams on a quarterly basis. Example outings include baseball games, the Phoenix Open Tournament, painting classes, boat days, NASCAR racing and guest speakers. The company's Alliance InStyle (wardrobe allowance program) provides career apparel choices for associates from major retailers. With both an allowance and discounts available, Alliance's employees are proud to wear their career apparel and often wear it outside of work.

33. Getty Images

As a leading creator and distributor of still imagery, video, music and other premium content, Getty Images' goal is to inspire communicators, and give them the tools they need to create inspiring new works of their own. Beyond the dynamic, creative atmosphere, employees enjoy in-office social games such as ping-pong tournaments and miniature golf tournaments. The company "Bagels on Thursdays" policy and various other snack days and free sodas and food help

to keep employees fueled and motivated. Another inherent perk at Getty is the inspirational work environment, with its city views, imagery, colors, and comfortable space.

34. Moneytree

Moneytree is a privately owned, family run business that offers retail financial services including check cashing and consumer and business loans. Moneytree also offers prepaid debit, money orders, Western Union wire fund transfers and bill pay services. A leader in philanthropic giving, Moneytree supports organizations that benefit youth, families and financial literacy. Employees are also inspired by the company's monthly bonus program based on customer service assessment scores. The company also provides low cost medical, dental and vision coverage for full and part-time employees as well as a fully funded retirement profit sharing plan.

35. CBRE Group, Inc.

CBRE Group, Inc. is the world's largest commercial real estate services and investment firm in terms of 2014 revenue. The Company has more than 52,000 employees and serves real estate owners, investors and occupiers. One of the most impressive aspects about CBRE, however, is the way it provides its employees with such a rewarding environment. CBRE's downtown Los Angeles headquarters was the first CBRE office to transition to Workplace360, a free-address and paperless way of working where no one has assigned seats. The new headquarters lends itself to more networking opportunities with colleagues than ever before. In fact, 93% say that they are able to more easily collaborate with others.

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

1. The PENTA Building Group

This year's overall best company to work for in Los Angeles in the medium-sized category is construction company the PENTA Building Group. The company is building more demanding projects in a variety of market sectors every day – largely thanks to its successful recipe of focusing on clients' expectations and requirements while treating employees with respect and letting them know how much they are valued.

PENTA believes that its strength is its people. To this end, it offers a number of rewarding incentives and appreciation programs. For example, the company provides annual bonuses based on performance of the company to all employees that ranges from 5-10% of their annual salary. PENTA's Spot Bonus program is available for Managers to recognize exceptional performance throughout the year by giving a personal thank you card and \$250 gift card to employees. In a similar vein, PENTA's Annual Employee Awards for Mentoring, Diversity Efforts, and Community Service are presented to employees to the tune of \$1,000 per award and are issued at the end of the year. The annual holiday parties are also a big hit with PENTA employees and the company's Flexible Hours policy is based on

lifestyle and enables employees to come in later to avoid traffic.

2. CallFire

CallFire, Inc. is a cloud-based telephony company, providing voice and text connectivity to over 100,000 businesses. The company strives to provide a diverse line of innovative, highly intuitive products that enable its users to get their messages delivered. The CallFire system is completely cloud-based, which allows for users to access the entire interface with ease and convenience. The CallFire user interface is built entirely in-house, from the ground up. CallFire developers are dedicated to improving user experience and are constantly enhancing the system's performance based on customer feedback.

CallFire rewards its employees for their efforts by maintaining a culture and atmosphere that have landed the company right near the top of the list of best places to work in Los Angeles. Among the perks are free Thursday lunches, incentive-based lunches, a fully stocked kitchen, excellent benefits packages and even a popular "pimp your desk" budget. On the bonus front, CallFire is particularly generous, with

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year-end bonuses for all employees, as well as spot bonuses of lifestyle rewards at manager discretion. Plus, CallFire has an IGNITE Change program that accommodates up to 20 hours out of the office annually for employees to volunteer in the community and will match employee giving up to \$250 annually to non-profits of their choice.

3. WONGDOODY

WONGDOODY is the most awarded independent advertising agency on the West Coast. Founded in 1993 with offices in LA and Seattle, the company provides fully integrated capabilities for traditional, digital and social-media communications. Clients include Alaska Airlines, T-Mobile, Scion, and Amazon, among many others. Always an employee-friendly organization, WONGDOODY closes the office between Christmas and New Year's Day so that all employees have an extended holiday break for travel time, family time and relaxation. The agency also offers paid volunteer time off (two days of paid VTO) to each employee each year to focus their efforts on volunteer organizations that are important to them. WONGDOODY even has paid summer hours each year between Memorial Day and Labor Day, closing the office at 1:00 on Fridays.

WONGDOODY has fantastic annual holiday parties and summer events. The company's dog-friendly offices are also stocked with lots of free snacks and drinks in the office at all times, including beer on tap. All full-time employees are eligible for an annual bonus, based first on overall company financial performance. Key employees are also provided with a generous additional bonus based on top individual performance and demonstration of company values.

4. ZestFinance, Inc.

ZestFinance was founded by a team of some of the world's best data scientists from Google who came together with a mission – use Google-like math to revolutionize how credit decisions are made to provide fair and transparent credit to everyone. The team of self-described “crazy smart data geeks, mathematicians and computer scientists” have reinvented underwriting, enabling more accurate credit decisions, increased credit availability for borrowers and higher repayment rates for lenders. Employees are treated extremely well, too. Staffers receive unlimited vacation time, free manicures, pedicures and massages once per week, and even have their cars washed for free once per week in the company parking lot.

5. Vicenti, Lloyd & Stutzman LLP

In 1953, Vicenti, Lloyd & Stutzman LLP (VLS) began the journey to build a team of exceptional accounting professionals with rich experiences and dedication to a wide variety of organizations throughout California. Since then, the firm has worked with hundreds of entities to provide responsible and effective audit, accounting, tax and advisory services—helping clients ensure fiscal responsibility and meet regulatory compliance. For those that work at VLS, the firm offers generous flexibility with schedules, encouraging work/life balance and annual team building events per department to deepen connections

among coworkers. The firm also offers paid time off for employees to volunteer at an organization of their choice.

6. Slickdeals

Slickdeals is the Web's definitive deal sharing community and a leader in the emerging social commerce space. With the power of its millions of users who find, share, and rate deals found from across the web, Slickdeals uncovers the best deals online each and every day through the power of crowdsourcing. Culture fit is part of the hiring process at Slickdeals, where employees are genuinely smart and passionate about the business. Slickdeals employees receive comprehensive health benefits and work at a beautiful, state of the art office with upright workstations and the latest technology and equipment. The company also offers all of its staff members a generous retirement matching program.

7. NSBN LLP

NSBN LLP is a full service CPA and business consulting firm that has been in practice in Beverly Hills for over 60 years. The firm currently ranks among the Top 200 CPA Firms nationwide, and the Fastest Growing CPA Firms nationwide. NSBN has 19 partners and total staff of 80. Employees appreciate the casual dress policy during busy seasons and holidays. The firm also closes early on selected holidays. Other perks include free weekly massages, dinners provided for all employees during both tax seasons and lunches at many meetings and parties with high end prizes (TVs, ipods, etc.) for tax and holiday seasons.

8. GlobalWide Media, Inc.

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. We provide 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 perks, including VIP suites at basketball games, kickball tournaments, terrific holiday parties, weekly catering of meals and regular seasonal activities. GlobalWide also offers each of its employees 401k match programs and generous employee discounts.

9. 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 work feel less like work. There are even masseuses for employees three times a week, Yoga classes, and “Fine Wine Friday,” a weekly office happy hour to celebrate with employees and clients.

10. Advanced Chemical Transport

Advanced Chemical Transport is a nationally recognized employee owned environmental management company

involved in all facets of hazardous waste management. Employees appreciate the way management treats them with respect and rewards them regularly for jobs well done. For example, employment anniversary gifts are particularly generous and range from Rolex Watches to \$5000 in cash. Team parties and functions are also a big hit, as are the company's breakfast parties and generous employee referral program. Advanced Chemical Transport is a green company as well, further reducing its footprint recently by switching from paper to all electronic invoicing, internal documents and external.

11. True Partners Consulting LLC

True Partners Consulting is a nationally focused and independent tax and business advisory firm, delivering a comprehensive range of customizable solutions in the areas of general business, finance, and tax consulting throughout the United States. The firm's seasoned team of premier industry professionals is committed to building a global practice of integrity and sophistication. True Partners is a company that provides and encourages room for growth within the corporation. The company's meetings and staff-only events are limited to during work hours to maintain a positive work/life balance and the office Wii and ping-pong table are used every day at lunch and breaks.

12. 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 the annual 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.

13. 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 who are 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.

14. 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!

15. 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.

16. SADA Systems, Inc.

Founded in 2000, SADA Systems, Inc. is a privately held global leader in providing cloud computing and strategic IT solutions to organizations worldwide. SADA prides itself on continuous innovation, strong partnerships and exceptional customer service. Its employees are treated great too – with company happy hours, unlimited personal time off, ping pong tournaments, and free snacks and lunches, not to mention ongoing access to the latest technologies from the company's leading partners. Employees also report that they enjoy working at SADA for the broad diversity of people that work there and their various knowledge bases and skill sets.

17. 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.

18. P2S ENGINEERING, INC.

P2S is a consulting engineering and commissioning firm committed to innovative designs, sustainable solutions and high-quality services for clients nationwide. We view clients as partners where mutual respect, trust and integrity lead to long-term relationships over multiple projects. There are a number of special employee perks as well, including an on-site “Zen Room” complete with massage chair, a fitness/gym room with free weights, an elliptical and benches, an annual summer picnic and softball game, free healthy snacks that are available daily, and the popular monthly company “meet & eats” events.

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BEST PLACES TO WORK 2015

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19. 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.

20. Los Angeles Police Federal Credit Union

At Los Angeles Police Federal Credit Union (LAPFCU) the focus is to serve the financial needs of the sworn and civilian employees of Los Angeles law enforcement community, their families and select law-enforcement-related groups. At LAPFCU, customers are not just another account number, but a "partner in a proud tradition." Similarly, employees of LAPFCU are treated as much more than numbers themselves, with a "celebrate everything" culture that includes monthly themed "Breakfast Thursdays" a voluntary, on-site dry cleaning service, fitness classes on-site, a wellness room, 6-week walking challenges, an annual health & wellness fair, volunteer paid time off, and other perks.

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 nearly 50 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 flex time 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 receive an "absentee bonus" where employees are rewarded financially for good attendance.

23. Giroux Glass, Inc.

Giroux Glass, Inc. is an employee-owned glass, glazing, and architectural metals contracting company with 68 years of service in the industry. Giroux maintains itself as a well-respected leader in the contract glazing industry and has completed countless notable projects in the commercial, residential, service, and CAD sectors. The company provides its employees with an established open door policy that is both accommodating and considerate of personal situations (such as flex time). Employees also like the company's Annual Profit Before Tax (PBT) goal that, when reached, earns each partner a bonus incentive at the end of the year.

24. 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.

25. New Horizons Computer Learning Centers of Southern California

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, Biggest Loser weight loss challenges, and paid days off to volunteer for charity causes are commonplace. The company even offers a Fitbit purchase program where New Horizons pays a percentage of the Fitbits.

26. 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 seven paid holidays and five bonus days. The firm also offers a yoga class in the office once a week during busy season. During "Appreciation Week," the firm provides cards throughout the office for everyone to write personal thank you notes to let coworkers know how much they are appreciated.

Serving those who serve our community...

One of the great reasons Keenan is among the Best Places to Work is the commitment of our Associates and the company to reach out to make a difference. As an insurance brokerage and consulting firm, we specialize in protecting schools, public agencies and health care organizations. In addition, our 700 Keenan Associates give of themselves to make an impact, enrich lives and improve the communities we live in.

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27. engage:BDR

engage:BDR is a premium digital advertising company offering cross-device display and video solutions to advertisers and publishers. The company's integrated solutions combine expert media buying and optimization, cutting edge technology, and publisher-direct inventory to back into client KPIs. Employees love the high positive energy work environment and the opportunities to devise, implement and execute their ideas, regardless of their level in the organization. There are also a large number of learning opportunities through training and on the job exposure, not to mention the added perk of the company's pet friendly environment and unlimited time off policy.

28. Krost, Baumgarten, Kniss & Guerrero

Established in 1939 in Pasadena, Krost, Baumgarten, Kniss & Guerrero is a full-service Certified Public Accounting and consulting firm serving clients across various industries. The firm's focus is recognizing opportunities and creating value for clients by equipping them with the tools to make better business and financial decisions for the future. The firm does a great job keeping its employees happy and active, as well. Bowling, a softball league, poker tournaments, and other team building activities are commonplace, as are quarterly company events such as holiday parties, a golf tournament, family days, and an "End of Tax Season" celebration.

29. Bolton & Company

Founded in 1931, Bolton & Company employs over 145 insurance profession-

als 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.

30. Los Angeles Federal Credit Union

Los Angeles Federal Credit Union is a full service credit union open to anyone living in most counties in Southern California. It offers all types of financial accounts including savings and checking, and low-rate loans for homes, cars, boats, motorcycles, credit cards, and lines of credit. Employees enjoy the outstanding benefits programs, the popular annual holiday party and annual company picnic, catered holiday breakfasts, quarterly food trucks to celebrate goal achievements, and a mini-gym on site to help staff members stay healthy. Bonus payments are made every January and July if board authorized.

31. Cydcor

Cydcor is a leading provider of in-person sales teams throughout North America that serve Fortune 500 and emerging market clients in the business-to-business, residential, and retail channels.

Through Cydcor's network of independently owned sales offices across the country, they provide sales teams for a diverse client base in a wide range of industries. Employees love the office space. In November of last year, Cydcor moved into 40,000 sq. ft. new office facility – more than double the size of its old location. Workspaces include state-of-the art sit-stand desks and hip and modern open-concept design with outdoor workspace.

32. Albert And Mackenzie

Albert and Mackenzie is a diligent and dynamic firm that exclusively practices in California, representing employers, insurance carriers, and third party administrators in the defense of Workers' Compensation Claims. The partners are known for constantly treating staff to an array of cakes, cookies, bagels, and lunches, and the employees also appreciate the firm's kindness and flexibility when it comes to allowing staff members the opportunity to bring children to the office in case of emergencies at school or babysitter problems. The firm also always takes time to honor its employees with monthly birthday and anniversary celebrations.

33. 1st Century Bank

1st Century Bank proudly serves companies and individuals with a range of quality products and services. The bank services family-owned businesses and their owners, real estate investors and professionals, professional service firms such as law firms and their employees,

business management firms and their employees, medical practices and related service firms, CPA firms, investment management firms and their employees, entertainment professionals and related service firms and entrepreneurs. The bank does a great job serving its own employees as well, with management being closely involved and maintaining an open door policy.

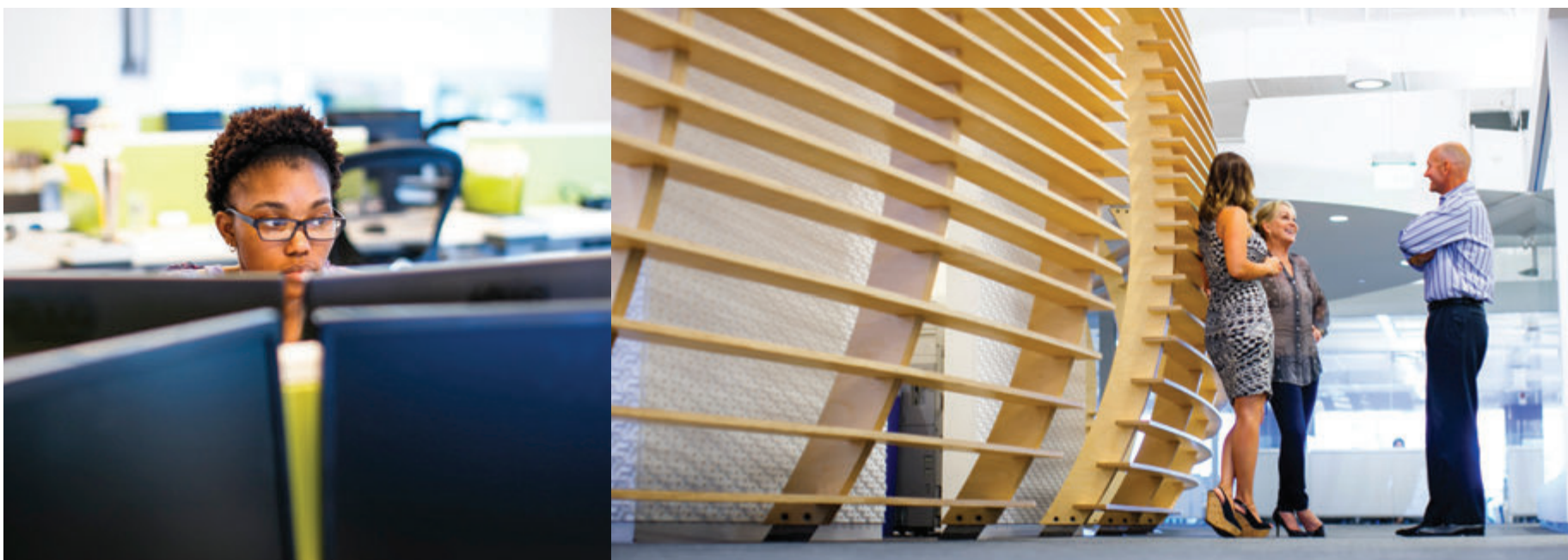
34. Liner LLP

Liner LLP is a law firm with two offices in Los Angeles that serves individual, entrepreneurial and Fortune 100 clients domestically and internationally. Employees of the firm report that there are a number of things they love about working at Liner, including the regular company get-togethers in the lounge a couple times a month, with food and drink, and the terrific holiday luncheons and pumpkin carving contests. The firm provides an enjoyable workplace atmosphere as well, with casual dress Fridays and a company ping-pong table on site. Plus, all employees are eligible for year-end bonuses which can run from \$1,000-\$25,000.

35. Guidance Solutions, Inc.

Guidance leads the industry in designing eCommerce solutions that increase sales conversion and promote brand and product loyalty. For over 15 years, Guidance has designed, built and hosted highly customized online solutions for retailers. Not tied to a single technology

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The 30 Year Old Start-up.

Although 30 years in the making, Wedgewood still operates with the enthusiasm of a start-up, empowering its 250+ employees to constantly look for and develop opportunities in the real estate space. We challenge conventional wisdom and take measured risks with those opportunities that show a strong likelihood for success. Because of this entrepreneurial spirit, Wedgewood employees share a strong sense of optimism, are passionate about their work and love coming to the office every day.

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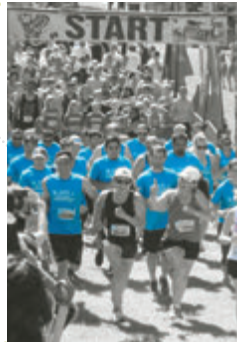
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Creating an outstanding work environment is our passion. That's why we're so proud to be recognized as one of the Best Places to Work in Los Angeles for the seventh straight year! We're honored to work alongside so many outstanding companies in the Los Angeles area and we thank all of our employees for making our company such a special place to be.



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BEST PLACES TO WORK 2015

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or platform, Guidance has successfully deployed solutions using a variety of software, platforms and technologies at their core. Its development teams are comprised of some of the most seasoned technologists, information architects, graphic and interface designers, technical project managers and business leaders in the region. Flexible work schedules and the option to work from home are among the employee perks.

36. TravelStore

TravelStore is an employee-owned travel management company. The company is made up of over 150 professional travel experts who specialize in providing personalized service to each client in planning their vacation or business travel needs, and enhancing their experience by being efficient, meaningful and memorable. Employees are very proud of the fact that their company is an ESOP and 100% employee owned, and that the company gave the employees their shares in the company. And, of course, there are terrific travel-related perks, opening the door to countless dream vacations at significantly reduced rates.

37. Velocify

Recognized as one of the fastest growing companies in North America, Velocify is

a market-leading provider of cloud-based sales automation solutions that drive more effective and efficient sales processes and improved conversion rates. The company has helped more than 1,500 companies in many industries automate and improve their lead response and selling processes, becoming the platform of choice for organizations focused on improving customer acquisition practices and business performance. The people that work at Velocify are a dynamic group that genuinely cares about the company and other members of the staff.

38. CPEhr

CPEhr is a Human Resources Outsourcing Firm. The company's goal is to provide its clients, through its human resources professionals, the depth and expertise of a highly skilled and professional human resources infrastructure, while being careful to complement the organizations philosophy and culture. Each member of the CPEhr team is talented and multi-faceted. These team members love the fact that the company's culture features a special vibe that employees and clients notice when they first walk through the door. There's also an opportunity to grow — employees are allowed to make mistakes, and are encouraged to learn from them and use the examples to improve for the future.

The Best Small Companies to Work for in Los Angeles

1. DataScience

DataScience – 2015's Best Small Company to Work for in Los Angeles – works daily to deliver what business teams need from their data-actionable insights, as opposed to mere dashboard reports. 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, from marketing to customer support, and can be leveraged across any industry, from e-commerce to CPG.

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 to keep everyone up to date on the latest technologies and techniques – and team bonding over very creative and fun dart tournaments at the end of each week where anyone can be a winner. Also, every Tuesday and Thursday, the whole company eats lunch together. Education is an important part of DataScience's culture and team members often give presentations on passion projects during these enthusiastic and supportive team lunches.

2. Vaco Los Angeles, LLC

A perennial presence at or near the top of the list of the Best Small Companies to Work for in Los Angeles, Vaco is an employment consulting agency who's

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 work/life balance actually serves as the foundation to Vaco's corporate environment as well. 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. Vaco also offers a uniquely structured bonus payout schedule for all sales & recruiting staff. Vaco hosts an annual corporate retreat it calls "Vatopia" – where employees visit amazing locations such as Aruba, Costa Rica, Montego Bay, Lake Tahoe, Panama, Las Vegas, Beaver Creek, Colorado — and this year the destination is Cancun. Vaco takes steps to maintain an open door policy within the company to share ideas or to address concerns.

3. Epic Freight Solutions

Epic Freight Solutions (EFS) is a leading freight forwarder and technology company focused on innovation and inspiration. EFS focuses on three main differentials that make it unique in the freight market: (1) exceptional customer service, (2) its exceptional employees and (3)

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Turner Construction Company is honored to be named one of the Best Places to Work in Los Angeles County. We salute our staff who have dedicated themselves to exceeding our clients' expectations every day.

integrated solutions. 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 people that work at EFS have much to look forward to each year. Plus, every week and month EFS names recipients of its Recognition Program (not to mention the company's beloved weekly putting contests). The company also hosts a number of entertaining events such as its annual day at the beach, Rose Bowl Football Games and golf tournaments. The company also offers an innovative operational bonus program where operations and finance department members are eligible for 10% of the company's net quarterly profit. For the sales team, there is also an escalating commission plan – an industry-leading plan where sales reps can earn between 8% - 24% of gross profit in addition to their salaries and expenses.

4. Montage Insurance Solutions

Montage Insurance Solutions is a full service insurance brokerage and human resources consulting firm. The company's commitment as a trusted insurance advisor is to assist clients with their insurance needs including negotiations, implementation of plan designs, claims and risk management. The firm has established a policy of "mandatory fun time," which includes company-wide

games, letting employees bring in their kids, regular holiday parties and potlucks, wellness activities like chair massages and yoga and games at the office foosball table. The company also cares about the health of its employees and lets them know it, sponsoring a "Catch 21" wellness challenge.

5. 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 are 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.

6. IMCA Capital

IMCA Capital's mission is to provide the American business sector with fast, innovative, financing solutions to grow its companies and exceed goals. Among the aspects of working at IMCA 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. Also most

popular are the company camping and hiking trips and a Biggest Loser and Pedometer Team (with monetary awards and certificates).

7. Team TAG

Team TAG is a sales and consulting firm representing Fortune 500 companies who hire Team TAG to create, implement, and execute national customer acquisition campaigns bringing those clients hundreds of thousands new customers annually. Team TAG offers its employees an abundance of personal and professional growth. All employees have an opportunity to participate in a variety of different sports nights, team nights and weight loss challenges. There are also international R&R trip opportunities as well as employee participation programs as part of medical mission trips with Operation Smile.

8. Centerfield Media

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 rewarding and offers a highly rewarding profit-sharing bonus and commission plan, unlimited personal time off and monthly employee events such as Dodger games, holiday Parties, barbecues and charitable events. Other perks include a casual dress atmosphere

and the fact that the company shuts down for the holidays.

9. StudyMode LLC

StudyMode is a platform for students to create, discover, and share study materials. StudyMode is a company that believes that education should evolve as the world evolves, so it is committed to developing cutting edge ed-tech tools to help students change the concept of studying from a chore to a life-changing skill. At 50 million users and 2 billion page views per year across 10 international brands, the company is only getting started. Employees thrive in large part due to a flat hierarchy and lack of micromanagement, complimented by StudyMode's flexible work schedule with generous vacation policy.

10. Financial Finesse

The entire focus of Financial Finesse's business is to provide employers with customized financial wellness programs that they can implement as an employee benefit. It is all the company does, every day, working with its clients to dramatically improve employees' retirement preparedness, reduce employees' financial stress, and manage key benefits changes. For Financial Finesse employees, the balance between a corporate environment coupled with a startup feel makes for a great working scenario. The company has maintained a flat organization with minimal hierarchy to truly maximize opportunity for employee growth, and

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Los Angeles Business Journal's 2016

Book of Lists



TOP 10 Reasons to advertise in the Book of Lists:

- 1** Guarantee that every **CEO** on a list reads your ad.
- 2** The BOL is in a magazine size that **fits your bookshelf!**
- 3** Reach **hidden influencers**.
- 4** Target **Decision Makers** by aligning your ad next to strategic lists.
- 5** Position yourself adjacent to a list you aren't on and be a **part of the conversation**.
- 6** Advertising in the BOL shows your **strength** to the Business community.
- 7** It's extremely cost effective... an ad is referred to **13.9 times** per year.*
- 8** You can communicate your brand's **staying power** and relevancy.
- 9** Kick off your 2016 ad campaign with **year-long visibility**.
- 10** If you're not there... **your competitor** will be!

*Readex Subscriber Study

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BEST PLACES TO WORK 2015

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also provide a casual dress code with no formal work hours and liberal work-from-home policy.

11. Roze Room Hospice of the 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.

12. 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.

13. TicketManager

Companies today invest millions of dollars annually on corporate tickets and sponsorships yet are unable to measure the business impact of this investment. TicketManager gets tickets into the right hands, drives business that can be measured, and is supported by superior customer service. It's also a great place to work, where employees can be promoted and given a chance to grow from within the company. TicketManager also maintains a fun work environment with regular team outings such as happy hours, bowling, sponsored mud and obstacle races, paid gym membership and golf lessons and perks such as a regular Friday breakfast.

14. John Aaroe Group

Founded in 2009, John Aaroe Group is a high-end residential real estate brokerage with seven offices and 400 agents. Employees have direct access to company ownership and leadership, and there is a true open door policy. Also, food is delivered to the offices at least once a week and the company hosts great annual holiday parties. There's a nice reward structure as well. Specific employees have bonuses included in their negotiated employee compensation packages, including quarterly payments tied to performance. Also,

when an employee refers a candidate for a staff position, and that person is hired, they receive a \$500 bonus.

15. PK4 Media, Inc.

Headquartered in Los Angeles, PK4 Media is a cross-platform technology company. The company delivers and optimizes highly targeted digital advertising across desktop, mobile and tablet devices through its proprietary Demand-Side Platform (DSP), video syndication platform, and self-service programmatic interface. Employees at PK4 enjoy the large, open office with pool table and chessboard, and appreciate the company will pay for relevant industry training, education and networking events. The team trips, fully stocked pantry, catered breakfasts, flexible time off and Equinox gym subsidy are among the other perks.

16. Murphy Research

Murphy Research is a full-service primary market research firm specializing in developing research initiatives designed to answer your most important and difficult business questions. The firm maintains an enjoyable atmosphere for employees with monthly happy hours and team lunches and dinners as well as team building activities and games at Dave and Busters. There's even Call of Duty tournaments and football and basketball pools and great holiday parties, including a Halloween costume contest and pumpkin carving contest. And Murphy Research employees never go hungry either, as the company offers daily free food!

17. Mansour Travel Company

Since 1981, Mansour Travel Company has enjoyed a unique position as one of the premier travel providers to the entertainment and business world. Located in Beverly Hills, California with affiliate offices in London and Cannes, the company has earned a deserved reputation for excellence. Employees receive twice a year bonuses - at fiscal year end and at Christmas. The company is also able to offer its staff great travel benefits, including two free airline tickets annually to anywhere in the US, as well all expenses paid educational trips to explore US cities once or twice yearly.

18. PMBC Group

PMBC Group performs PR services for tech startups that work on a number of fronts. While it gets clients in front of consumer outlets and key tech outlets, it also places the company CEOs and founders in stories as thought leaders in their industry. It treats its employees well too, with seasonal in-office parties for all holidays (including St. Patrick's Day, Valentine's Day, Christmas and more). Other perks abound. The fresh baked pastries in the mornings are offset by, but as equally well received as the free gym memberships at Club 345 for all employees. Also loved by the staff is the weekly Friday "bring a puppy to work" day.

19. Kamus + Keller Interiors | Architecture

Kamus + Keller Interiors | Architecture delivers excellence in architecture and interior design throughout Southern California, across the nation, and around

the world. The company offers its employees a number of special perks, including summer hours, free snacks and drinks, a great holiday party, paid time off to volunteer for good causes, a regular company "walking team," paid days off between Christmas and New Year's Day, and flexible scheduling focusing on enhancing the work/life balance. Employees are also pleased to be eligible for bonuses twice per year, based on company growth and profitability.

20. Wiredrive

Wiredrive is an enterprise cloud application that enables teams to successfully share and collaborate on virtually any rich media project without additional software - from video to audio to print, and a wide variety of document formats. It's fast, secure, and easy to use - making collaboration with both internal and external teams easy and reliable. Speaking of teams, the Wiredrive employee team is a strong one, thanks in large part to the great atmosphere at the company. The staff enjoys everything from monthly barbecues to regularly catered lunches to beard-growing competitions.

21. Roaming Hunger

Roaming Hunger is a service that makes it easy to book the best food trucks for any event across the country. The company is designed to help vendors connect to eaters and vice versa. Of course, the intimate relationship the company has with all the best food trucks makes for some spectacular employee perks a well. Different food trucks are present to sample their wares at the office at least once a week. The company also features a lax dress code, is dog friendly, offers unlimited vacations and even provides improv classes for its employees.

22. Infrastructure Factor Consulting, Inc.

Infrastructure Factor Consulting, Inc. (iFactor) is a small, dynamic, certified women-owned business focused on consulting, engineering and design services. The company specializes in delivering technically challenging critical infrastructure projects such as hospitals, medical office buildings, airports, data centers, critical facilities, sustainable and energy market. What truly makes the company great, however, is the team — comprised of key leaders in the industry, serving a variety of our vertical markets. In an industry where life depends, sometimes literally, on the availability of the systems iFactor designs and implements, this is a group of employees that understands and is proud of the level of responsibility that is placed at their feet.

23. Citadel Environmental Services, Inc.

Founded in 1993 to help property owners/operators and employers respond to a rising tide of legislation and litigation; Citadel Environmental Services, Inc. provides comprehensive Environmental, Health, Safety, and Sustainability consulting solutions to meet the needs of both the public and private sectors. An employee owned organization, the company's team of experts integrates a thorough knowledge of the built environment with the fields of Architecture, Industrial Hygiene, Safety, Construction, Geology,

Sustainability, and Environmental Sciences. Employees also love the company's stellar annual summer family bashes and winter holiday parties.

24. MomentFeed

The MomentFeed platform connects national brands with local consumers in the communities they serve. Its employees love that the company has a fun and relaxed office environment with games, couches, beanbags and snacks. MomentFeed also allows its employees to bring their dogs into the office and has catered lunches every Thursday. Focused on healthy bodies and minds, the company also hosts a book club as well as a workout group that does exercises and yoga in the park twice a week. Also, every employee has their own incentive/bonus program based on the goals of the department.

25. 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." As a company, the staff is treated to a Dodger game outing each summer and also benefit from the way upper company leadership inspires them, teaches them and allows them to grow. Employees also like the generous incentive programs based on revenue generated on an individual basis, and a team basis.

26. CNM LLP

CNM LLP is an accounting and consulting services firm specializing in accounting services such as accounting and transaction advisory, SOX, internal audit, IT advisory, and tax consulting 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 hotel room for employees the night of its holiday party is a nice perk too!

27. Konnect Public Relations

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. Perks include monthly in-office chair massages, a fully stocked kitchen with coffee, nespresso and healthy snacks, and free yoga, private trainer and spin classes. Konnect even provides its employees with off-the-books personal time off and generous summer incentive programs. Konnect also awards a weekend getaway package as a bonus (eligible for all employees) — featuring all expense paid, 3-day weekend getaways where Konnect covers the employees' hotel, gas, spending money and bonus vacation day.

The Best Places to Work in L.A. 2015

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	HKS Architects, Inc.	10880 Wilshire Boulevard, Suite 1850 Los Angeles, CA 90024	www.hksinc.com	Architecture	52	Not provided	Not provided	Scott Hunter, Principal & Pacific Region Director
2	Alston & Bird	333 S. Hope Street, 16th Floor Los Angeles, CA 90071	www.alston.com	Legal	141	\$280,704	\$65,647	Thomas Wingard, Partner in Charge
3	NetApp	2141 Rosecrans Avenue, #7000 El Segundo, CA 90245	www.netapp.com	Manufacturing	39	Not provided	Not provided	Tre Mendez, Sales District Manager
4	PCL Construction Services, Inc.	500 N. Brand Boulevard, Suite 1500 Glendale, CA 91203	www.pcl.com	Construction	132	\$96,807	\$54,712	Jack Sample, District Manager
5	Roth Staffing Companies	450 N. State College Boulevard Orange, CA 92868	www.rothstaffing.com	Staffing	65	\$73,000	\$45,000	Rob Parker, Regional Vice President
6	Pariveda Solutions	222 N. Sepulveda Boulevard, Suite 2120 El Segundo, CA 90245	www.parivedasolutions.com	Technology	17	\$120,143	\$55,839	Liem Vu, Office Managing Vice President
7	Point B Inc.	6080 Center Drive, Suite 600 Los Angeles, CA 90045	www.pointb.com	Consulting	49	\$161,000	\$79,684	Steve King, Practice Director
8	EMC Corporation	2101 Rosecrans Avenue, Suite 3200 El Segundo, CA 90245	www.emc.com	Technology	108	Not provided	Not provided	John Cummings, Area Vice President
9	Moss Adams	10960 Wilshire Blvd Suite 1100 Los Angeles, CA 90024	www.mossadams.com	Accounting	161	Not provided	Not provided	Todd Van der Wel, Los Angeles Office Managing Partner
10	CBIZ MHM, LLC	10474 Santa Monica Boulevard, #200 Los Angeles, CA 90025	www.cbiz.com	Financial Services - Other	79	\$120,174	\$52,873	Mark Luttrell, Senior Managing Director
11	Partners Trust Real Estate Brokerage and Acquisitions	9378 Wilshire Boulevard, Suite 200 Beverly Hills, CA 90212	www.thepartnerstrust.com	Real Estate	265	Not provided	Not provided	Nick Segal, President
12	Horizon Media	1888 Century Park East Los Angeles, CA 90067	www.horizonmedia.com	Media	138	\$104,000	\$40,000	Serena, Duff, EVP, General Manager
13	Perkins Coie LLP	1888 Century Park E #1700 Los Angeles, CA 90067	www.perkinscoie.com	Legal	98	\$267,680	\$75,992	Ronald McIntire, Office Managing Partner
14	First American Title Insurance Company	1 First American Way Santa Ana, CA 92707	www.firstam.com	Financial Services - Other	196	\$94,245	\$60,479	Nori Strong, VP, Division Operations
15	Protiviti	2884 Sand Hill Road Menlo Park, CA 94025	www.Protiviti.com	Consulting	105	Not provided	Not provided	Thomas McClune, Regional Managing Director
16	Keenan	2355 Crenshaw Boulevard #200 Torrance, CA 90501	www.keenan.com	Insurance -All lines	375	\$103,500	\$45,000	Sean Smith, President & CEO
17	Bernards	555 First Street San Fernando, CA 91340	www.bernards.com	Construction	255	\$110,500	\$51,400	Douglas Bernards, CEO
18	Ryan	601 S. Figueroa Street, Suite 1370 Los Angeles, CA 90017	ryan.com	Corporate Tax Advisory Services	55	\$100,250	\$52,630	Ricjh Carlson, Team Principal-SUT
19	Edmunds.com	1620 26th Street Suite 400 South Santa Monica, CA 90404	www.edmunds.com	Technology	441	\$125,864	\$57,519	Avi Steinlauf, CEO
20	Logix Federal Credit Union	2340 Hollywood Way Los Angeles, CA 91510	www.lfcu.com	Credit Union	524	\$80,000	\$47,800	Dave Styler, President & CEO



BEST PLACES TO WORK 2015

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	Cornerstone OnDemand	1601 Cloverfield Boulevard Santa Monica, CA 90404	www.cornerstoneondemand.com	Technology & Talent Management	568	Not provided	Not provided	Adam Miller, President & CEO
22	Slalom Consulting	1500 Rosecrans Ave. Suite 410 Manhattan Beach, CA 90266	www.slalom.com	Consulting	108	\$134,000	Not provided	Chris Lord, General Manager
23	JLL	515 South Flower Street, 13th Floor Los Angeles, CA 90071	www.jll.com	Commercial Real Estate	547	\$87,291	\$54,862	Peter Belisle, Southwest Market Director
24	BlackLine	21300 Victory Boulevard Woodland Hills, CA 91367	www.blackline.com	Technology	203	\$105,500	\$58,500	Therese Tucker, CEO
25	Shawmut Design and Construction	5670 Wilshire Blvd., #400 Los Angeles, CA 90036	www.shawmut.com	Construction	34	\$110,429	\$53,626	Vincent Spataro, Director - Southern California
26	North Highland	523 West 6th St Los Angeles, CA 90014	www.northhighland.com	Consulting	61	\$125,107	\$48,338	Bob Lamont, President
27	Boingo Wireless	10960 Wilshire Boulevard, Suite 800 Los Angeles, CA 90024-3711	http://www.boingo.com/	Telecommunications	178	\$119,445	\$51,853	David Hagan, CEO & Chairman of the board
28	Dun & Bradstreet	22761 Pacific Coast Highway Malibu, CA 90265	www.dandb.com	Financial Services - Other	141	\$95,000	\$35,000	Jeff Stibel, Chairman & CEO
29	Insperity	19001 Crescent Springs Drive Houston, TX 77339	www.insperity.com	HR and Business Performance Solutions	150	Not provided	Not provided	Tom Gearty, Regional Vice President
30	Wedgewood	2015 Manhattan Beach Blvd Redondo Beach, CA 90278	www.wedgewood-inc.com	Real Estate Investment Company	135	\$62,000	\$41,000	Greg Geiser, CEO
31	Turner Construction Company	1900 S. State College Blvd, Suite 200 Anaheim, CA 92806	www.turnerconstruction.com	Construction	234	\$123,181	\$64,098	Kevin Dow, Vice President & General Manager
32	Alliance Residential Company	5959 Topanga Canyon Boulevard, Suite 320 Woodland Hills, CA 91367	www.allresco.com	Real Estate	117	\$85,201	\$17.03/hr	Tonya Decker, Regional Vice President Operations
33	Getty Images	6300 Wilshire Boulevard 16th Floor Los Angeles, CA 90048	www.gettyimages.com	Digital Media	88	\$88,812	\$54,789	Roxanne Motamedi, Global VP, Entertainment
34	Moneytree	6720 Fort Dent Way Seattle, WA 98188	www.moneytreeinc.com	Financial Services - Other	31	Not provided	Not provided	Sandra Delgado, District Manager
35	CBRE Group, Inc.	3501 Jamboree Road, Suite 100 Newport Beach, CA 92660	www.cbre.com	Commercial Real Estate Services	1022	Not provided	Not provided	Lewis C. Horne, Senior Managing Director

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 (EESS) 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 for more information or call Best Companies Group toll free at 1-877-455-2159.

BEST PLACES TO WORK 2015

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	The PENTA Building Group	550 S. Hope Street Los Angeles, CA 90071	www.pentabldggroup.com	Construction	18	\$94,000	\$45,000	Jeff Janakus, Director of Southern California
2	CallFire	1410 2nd Street, Suite 200 Santa Monica, CA 90401	www.callfire.com	Telecommunications	59	\$134,093	\$54,606	Ron Burr, CEO
3	WONGDOODY	8500 Stellar Drive, Suite 5 Culver City, CA 90232	www.wongdoody.com	Advertising/Public Relations/Marketing	29	\$110,700	\$40,750	Ben Wiener, CEO
4	ZestFinance, Inc.	6636 Hollywood Boulevard Los Angeles, CA 90028	www.zestfinance.com	Technology	68	\$144,000	Not provided	Douglas Merrill, Founder & CEO
5	Vicenti, Lloyd & Stutzman LLP	2210 E. Route 66 Glendora, CA 91740	www.vlsllp.com	Accounting	72	\$81,994	\$54,992	Linda Saddlemire, Managing Partner & CEO
6	Slickdeals	6255 W. Sunset Boulevard Suite 1110 Los Angeles, CA 90028	www.slickdeals.net	Technology	26	\$108,625	\$23,400	Josh Meyers, CEO
7	NSBN LLP	9454 Wilshire Boulevard, 4th Floor Beverly Hills, CA 90212	www.nsb.com	Accounting	78	\$120,250	\$62,050	Kenneth A. Miles, Managing Partner
8	GlobalWide Media, Inc.	2945 Townsgate Road - Suite 350 Westlake Village, CA 91361	www.globalwidemedia.com	Online Marketing	57	\$96,700	\$35,500	Farshad Fardad, CEO
9	Wpromote, Inc.	1700 East Walnut Ave 5th Floor El Segundo, CA 90245	www.wpromote.com	Advertising/Public Relations/Marketing	146	\$58,700	\$27,000	Michael Mothner, CEO
10	Advanced Chemical Transport	13722 Carmenita Road Santa Fe Springs, CA 90670	www.advancedchemical.net	Environmental Services	17	\$42,000	\$28,000	Pasquale Paduano, V.P. of Operations
11	True Partners Consulting LLC	633 W. 5th Street, Suite 6200 Los Angeles, CA 90071	www.tpctax.com	Accounting	25	\$136,503	\$72,249	Cathleen Bucholtz, Managing Director & National Practice Leader-Unclaimed Property
12	OnPrem Solution Partners	1601 N. Sepulveda Boulevard #367 Manhattan Beach, CA 90266	www.onprem.com	Consulting	48	\$104,000	Not provided	Frank Leal, Jon Christian, Christophe Ponsart, C&ice Lu
13	Vincent Huang and Associates	1550 Valley Vista Drive Diamond Bar, CA 91765	www.vhacorp.com	Prepaid wireless Industry	50	\$56,000	\$34,000	Vincent Huang, President
14	180fusion, LLC	11620 Wilshire Blvd, 6th Floor Los Angeles, CA 90025	www.180fusion.com	Advertising/Public Relations/Marketing	43	\$45,500	\$24,800	Scott Cohen, CEO
15	Pango Group	6100 San Fernando Rd. Glendale, CA 91201	www.pangogroup.com	Real Estate	154	\$81,450	\$41,650	Scott Akerley, CEO
16	SADA Systems, Inc.	5250 Lankershim Blvd #620 North Hollywood, CA 91601	www.sadasystems.com	Technology	112	\$98,000	\$45,000	Tony Safoian, President, CEO
17	Beach Cities Health District	1200 Del Amo Street Redondo Beach, CA 90277	www.bchd.org	Public agency- health district	67	\$71,000	\$21,000	Susan Burden, Susan Burden
18	P2S ENGINEERING, INC.	5000 East Spring Street, 8th Floor Long Beach, CA 90815	www.p2seng.com	Engineering	104	\$101,860	\$61,172	Kevin Peterson, President & CEO
19	Windes	111 W. Ocean Boulevard, 22nd Floor Long Beach, CA 92647	www.windes.com	Accounting	101	\$153,679	\$63,910	John L. Di Carlo, Managing Partner & President
20	Los Angeles Police Federal Credit Union	16150 Sherman Way Van Nuys, CA 91410-0188	www.lapfcu.org	Credit Union	155	\$159,000	\$49,000	G. Michael Padgett, President & CEO



BEST PLACES TO WORK 2015

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	Phelps	901 Wilshire Blvd Santa Monica, CA 90401	www.phelpsagency.com	Advertising/Public Relations/Marketing	94	Not provided	Not provided	Joe Phelps, CEO
22	Hoffman Brown Company	5000 Van Nuys Boulevard, 6th Fl Sherman Oaks, CA 91403	www.hoffmanbrown.com	Insurance (non-healthcare)	52	Not provided	Not provided	Steven M. Brown, President & CEO
23	Giroux Glass, Inc.	850 W. Washington Blvd, Suite 200 Los Angeles, CA 90015	www.girouxglass.com	Construction	94	\$95,857	\$48,513	Nataline Lomedico, CEO & President
24	NorthStar Moving Corporation	9120 Mason Ave. Chatsworth, CA 91311	www.northstarmoving.com	Moving and Storage	106	\$15,000	\$36,000	Abraham Katalan, President & CEO
25	New Horizons Computer Learning Centers of Southern California	333 North Glenoaks Boulevard, Suite 400 Burbank, CA 91502	www.nhsocal.com	Education	40	\$50,000	\$30,000	Brian Corrigan, Sales Manager
26	Green Hasson Janks	10990 Wilshire Blvd Los Angeles, CA 90024	http://www.greenhasson-janks.com/home/	Accounting	112	\$103,492	\$51,081	Leon Janks, Managing Partner
27	Engage:BDR	9000 W Sunset Boulevard, Suite 500 West Hollywood, CA 90069	www.engagebdr.com	Advertising/Public Relations/Marketing	59	Not provided	Not provided	Ted Dhanik, CEO
28	Krost, Baumgarten, Kniss & Guerrero/KBKG, Inc.	790 E Colorado Blvd Suite 600 Pasadena, CA 91101	www.krostcpas.com	Accounting	73	\$239,062	\$56,599	Gregory Kniss, Managing Partner
29	Bolton & Company	PO Box 6030 Pasadena, CA 91102	www.boltonco.com	Insurance (non-healthcare)	144	\$135,862	\$57,525	Steve Brockmeyer, President & CEO
30	Los Angeles Federal Credit Union	PO Box 53032 Los Angeles, CA 90053-0032	www.lafcu.org	Credit Union	146	\$109,357	\$45,284	John T Dea, President, Chief Executive Officer
31	Cydcor	29899 Agoura Road #100 Agoura Hills, CA 91301	www.cydcor.com	Outsourced Sales	117	\$102,647	\$46,859	Gary Polson, Chief Executive Officer
32	Albert and Mackenzie	28348 Roadside Drive, Suite 105 Agoura Hills, CA 91301	www.albmac.com	Legal	38	\$122,656	\$36,500	Peter N. MacKenzie, Vice President & Partner
33	1st Century Bank	1875 Century Park East, Suite 1400 Los Angeles, CA 90067	www.1cbank.com	Banking	72	\$118,740	\$47,385	Jason P. DiNapoli, President & CEO
34	Liner LLP	1100 Glendon Ave., 14th Floor Los Angeles, CA 90024	linerlaw.com	Legal	112	\$175,000	\$65,000	Cody Cluff, CFO
35	Guidance Solutions, Inc.	4134 Del Rey Ave Marina del Rey, CA 90292	www.guidance.com	Technology	50	\$125,460	\$30,506	Jason, Meugniot, CEO
36	TravelStore	24 Malaga Cove Plaza Palos Verdes Estates, CA 90274	www.travelstore.com	Travel management	62	\$100,840	\$43,696	Wido, Schaefer, Chairman & CEO
37	Velocify	222 N. Sepulveda El Segundo, CA 90245	www.velocify.com	Technology	160	\$118,000	\$26.83/hour	Nicholas Hedges, President & CEO
38	CPEhr	9000 Sunset Boulevard, Suite 900 West Hollywood, CA 90069	www.cpehr.com	Human Resources Outsourcing	104	\$105,142	\$51,671	Harold Walt, CEO

BEST PLACES TO WORK 2015

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	DataScience	200 Corporate Pointe Culver City, CA 90230	www.datascience.com	Technology	17	\$140,000	\$60,000	Ian Swanson, Founder & CEO
2	Vaco Los Angeles, LLC	6701 Center Drive W., Suite 960 Los Angeles, CA 90045	www.vaco.com/los-angeles	Staffing	25	\$75,000	\$45,000	Frances Moreno, Managing Partner
3	Epic Freight Solutions	15901 Hawthorne Boulevard Lawndale, CA 90260	https://www.epicfs.com/	Transportation	19	\$63,352	\$24,000	John Moran, CEO & Dream Manager
4	Montage Insurance Solutions	22110 Clarendon Street, Suite 201 Woodland Hills, CA 91367	www.montageinsurance.com	Insurance (non-healthcare)	16	\$102,050	\$50,000	Danone Simpson, President & CEO
5	Top Tier Consulting	PO Box 2126 Thousand Oaks, CA 91360	www.t2c.com	Consulting	26	\$135,000	\$42,000	Brad Armstrong, Principal
6	IMCA Capital	11620 Wilshire Boulevard Suite 600 Los Angeles, CA 90025	www.imcacapital.com	Financial Services - Other	33	Not provided	\$88,000	Blake Johnson, Chairman
7	Team TAG	5601 W. Slauson Ave #296 Culver City, CA 90230	www.teamTAGgroup.com	Advertising/Public Relations/Marketing	45	\$150,000	\$70,000	Jaime Hepp, President
8	Centerfield Media	855 N. Douglas St El Segundo, CA 90245	www.centerfield.com	Advertising/Public Relations/Marketing	39	Not provided	Not provided	Brett, Cravatt, Co-President



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about Talent

Together, we are Roth Staffing Companies.

BEST PLACES TO WORK 2015

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
9	StudyMode LLC	1680 Vine Street Hollywood, CA 90028	www.studymode.com	Education	30	\$120,857	Not provided	Blaine Vess, CEO
10	Financial Finesse	221 CA Street El Segundo, CA 90245	www.financialfinesse.com	Workplace Financial Education	27	\$75,000	Not provided	Liz Davidson, Founder & CEO
11	Roze Room Hospice of the Valley	5455 Wilshire Boulevard, Suite 810 Los Angeles, CA 90036	www.rozeroomhospice-ofthevalley.org	Healthcare - Provider	48	\$120,000	\$67,000	Lena Beker, CEO
12	Signature Estate & Investment Advisors	2121 Avenue of the Stars #1600 Los Angeles, CA 90067	www.seia.com	Financial Services - Other	40	\$125,000	\$65,000	Brian Holmes, President & CEO
13	TicketManager	26635 Agoura Road, Suite 200 Calabasas, CA 91302	www.ticketmanager.com	Technology	24	\$96,507	Not provided	Anthony Knopp, CEO
14	John Aaroe Group	150 South Rodeo, Suite 150 Beverly Hills, CA 90212	www.aaroe.com	Real Estate	31	\$138,000	\$42,000	John Aaroe, Founder & CEO
15	PK4 Media, Inc.	1600 East Franklin Ave., Suite C El Segundo, CA 90245	www.pk4media.com	Advertising/Public Relations/Marketing	26	\$87,000	\$37,000	Tom Alexander, CEO
16	Murphy Research	12100 Wilshire Boulevard #1820 Los Angeles, CA 90025	www.murphyresearch.com	Consulting	26	\$125,000	\$40,000	Chuck Murphy, President
17	Mansour Travel Company	345 N Maple Drive, Suite 210 Beverly Hills, CA 90210	www.mansourtravel.com	Travel Management Company	16	\$108,000	\$63,000	Kay Mansour, President & CEO
18	PMBC Group	34 N Maple Drive Suite 105 Los Angeles, CA 90210	www.pmbcgroup.com	Advertising/Public Relations/Marketing	15	\$60,000	Not provided	Ola Danilina, CEO & Founder
19	Kamus + Keller Interiors Architecture	31416 Agoura Road, Suite 118 Westlake Village, CA 91361	www.kkaia.com	Architecture	38	\$81,000	\$50,000	David Keller, President, CEO
20	Wiredrive	4216 3/4 Glencoe Avenue Marina Del Rey, CA 90292	www.wiredrive.com	Technology	41	\$85,000	Not provided	Taylor Tyng, CEO
21	Roaming Hunger	8228 W. Sunset Blvd, Suite B West Hollywood, CA 90046	www.roaminghunger.com	Catering/Food Trucks	26	\$44,777	Not provided	Ross Resnick, CEO
22	Infrastructure Factor Consulting, Inc.	2361 Rosecrans Avenue, Suite 368 El Segundo, CA 90245	www.ifactor.com	Engineering	31	\$58,794	\$20,800	Patrick Kenny, Principal & Owner
23	Citadel Environmental Services, Inc.	1725 Victory Boulevard Glendale, CA 91201	www.citadelenvironmen-tal.com	Environmental Engineering and Consulting	36	Not provided	Not provided	Loren Witkin, Principal
24	MomentFeed	2644 30th Street Suite 101 Santa Monica, CA 90405	www.momentfeed.com	Technology	42	Not provided	Not provided	Robert Blatt, CEO
25	Plaza Travel	16530 Ventura Boulevard Suite 106 Encino, CA 91436	www.plazatravel.com	Travel	45	Not provided	Not provided	Steve Orens, President
26	CNM LLP	21051 Warner Center Lane Suite 140 Woodland Hills, CA 91367	www.cnmlp.com	Accounting	46	\$101,000	\$41,600	Nathan Matthews, Managing Partner
27	Konnect Public Relations	888 S. Figueroa Street, Suite 1000 Los Angeles, CA 90017	www.konnect-pr.com	Advertising/Public Relations/Marketing	21	\$54,000	\$30,000	Sabina Gault, CEO

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