



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



### MONTAGE INSURANCE SOLUTIONS

**M**ONTAGE Insurance Services, a DBA of Danone Simpson Insurance Services LLC, has aspired to be a great place to work since 2006. And they have exceeded expectations! The firm has been recognized on the Best Places to Work list for 14 years, including grabbing the #1 top spot in its size category this year. The company is passionate about DEI, strives to maintain awesome teams who enjoy working together.

Among the perks working at Montage are bi-weekly yoga, sound-baths monthly, wellness activities monthly, massages weekly, lunch & learns weekly, and more... including biometric screenings, potlucks, two five weeks vacations, Safe harbor 3% salary contribution into 401ks, and the list goes on.

Montage employees have a heart to serve many non-profits, schools, and clients, so the firm matches donations to charities and causes that the team is passionate about. Children are welcomed in the office via a space set up for them with games and snacks. The firm makes sure to include families in two big events per year, with parties and cookie & gift exchanges. The annual anniversary event features escape rooms for the family, lunches and dinners. The Montage team likes to say, "We work hard and play hard."



### BLAZE PR

**B**LAZE PR has long strived to be one of the best places to work in the region. The PR agency's commitment to fostering a positive, inclusive culture is evident in the supportive work environment where every team member is valued and respected. The firm offers unique benefits such as flexible work schedules and professional development opportunities to support employee well-being.

Blaze PR's focus on open communication, transparent leadership, and collaborative teamwork ensures that employees feel empowered and engaged. By prioritizing work-life balance and investing in the team's growth and development, Blaze PR maintains high employee retention and fosters a thriving workplace culture. The firm uniquely buys everyone a

ticket to Celebración de los Dignatarios at the Zoo for a fun night and closes the office early so that staffers can all enjoy the equestrian parade.

The Blaze PR team also does an all team digital card for birthdays and gives employees generous time off with a birth or adoption. The firm is essentially like a family and nothing goes on without a lot of attention and love. Other perks employees enjoy include annual bonuses, personalized "Thank You" notes and shoutouts in company-wide meetings that highlight individual achievements, plus GrubHub gift cards.



### VHA

**V**HA, an authorized master agent to Boost Mobile, Gen Mobile and DISH, serves more than 2,100 prepaid wireless dealers nationwide. The company maintains a strong, cohesive leadership team made up of enthusiastic employees who all contribute to the flywheel of excellence, with the common goal to be industry leaders in their respective roles and areas of responsibilities. At VHA, there is also deep care in the people, while stimulating high performance. There is a culture of mutual respect and accountability to one another and the value in the work that each person does is tangible.

VHA offers a highly competitive compensation package at about 75% to 90% to market, along with a rich benefit package to include health benefits, wellness activities, an in-office gym, chaplain services, meals four times a week and education reimbursement. The company utilizes an internal platform called Workplace where the company recognizes the team members for anniversaries, birthdays and other areas of recognition.

Other perks that the people working at VHA enjoy include the Annual Company Summit, the All Company Trip, the Operation Christmas child event, and more. Individual achievements are recognized by a Hawaii Trip, a silver bar, and a gold coin.

### 4. MK PARTNERS

MK Partners is Southern California's leading Salesforce partner, a full-service technological consulting firm, and has been proudly serving and supporting its community since 2006. Ranked among LA's best places to work for several years, MK Partners is committed to the people that make the company great, and that commitment is reflected in the culture, benefits, policies, and is a key driver of success. The organization feels that it's important to celebrate the teams' and individuals' successes and milestones and has developed an app in Salesforce that makes it easy for everyone to see an "at a glance" view of upcoming causes for celebration.

### 5. MURPHY O'BRIEN, INC.

For 35 years, Murphy O'Brien has represented some of the most trusted and iconic luxury travel, real estate, hospitality, and lifestyle brands globally. The agency's award-winning team of master storytellers is known for elevating brands, cultivating meaningful partnerships, and delivering powerful media results. Thanks to its supportive working environment, Murphy O'Brien is not only one of the most successful agencies of its size, but also a desirable place to work. Its people are recognized as its most valuable asset, and the firm goes beyond to ensure they have what they need for success.

### 6. SMARTY

Smarty is an exceptional workplace for several reasons. Its talented team collaborates seamlessly, fostering a supportive environment conducive to success. With a hybrid work setup, Smarty prioritizes a genuine work-life balance, offering flexibility while ensuring productivity. On in-office days, the company provides lunch, enhancing convenience and camaraderie. A vibrant group dynamic promotes collaboration, while regular socials cultivate a sense of community and fun. Remarkably, many of the employees have been with Smarty for over five years, attesting to a low turnover rate and the satisfaction of being part of the Smarty family.

### 7. UNIVERSAL METRO

Universal Metro is an award-winning, commercial flooring contractor. Despite its Southern California roots, these "ideal team players" service the flooring needs of Fortune 100 companies, healthcare providers, government agencies, and multi-family developments throughout the West. Since 1982, Universal Metro has built professional working relationships across multiple markets as trusted flooring advisors. The company has catered to the needs of facility directors, end users, general contractors, design builders architects, and designers for over 40 years. From estimation to project management, specification to procurement, Universal Metro provides an enthusiastic close-knit team and product offering to create value for its clients.

### 8. GISH SEIDEN LLP

Gish SEIDEN's company goal is to be a supportive and engaging workplace culture. The organization prioritizes employee well-being by offering flexible work arrangements, comprehensive benefits packages, and opportunities for professional development. A genuinely collaborative environment encourages innovation and creativity, empowering employees to thrive and make meaningful contributions. Gish SEIDEN prioritizes open communication, transparency, and inclusivity, ensuring that every team member feels valued and supported. The managing partner, for example, always does a shout out for staff members' birthdays at staff meetings. By investing in employee growth and satisfaction, Gish SEIDEN cultivates long-term relationships and maintains high retention rates.

### 9. LBW INSURANCE AND FINANCIAL SERVICES

Founded in 1922, LBW remains a family-owned independent agency today. Employ-

ees rave about the benefits offered by the company and say they feel the management team has strong morals and ethics. Employees also praise the company's commitment to values such as integrity, accountability, and excellence. LBW's culture values its people and its community. The company actively supports various non-profits and participates in community leadership boards. Employees enjoy company events like online bingo, cornhole tournaments, and a staff-only holiday party in December. Even remote employees are flown in for events to foster in-person team camaraderie.

### 10. AD.NET

Ad.net has been recognized as a 'best place to work' due to its strong emphasis on fostering a collaborative workplace culture, even in a remote environment. The company strives to create an environment where employees feel empowered to make a difference and contribute to new innovations and the direction of the organization. Monthly employee engagement activities for both remote and local-based employees include caption contests, March Madness bracket challenges, cookie decorating contests, and more. There are also company summits such as bi-yearly company retreats, where the team spends an average of three days eating, learning and doing fun/special activities.

### 11. STRUCTURAL FOCUS, INC.

Structural Focus is a full-service structural engineering firm with expertise in new design, historic restoration, seismic retrofit, building sustainability, and developing post-disaster response plans. The company designs buildings it can be proud of. It considers its greatest strength the outstanding staff whose values, respectful collaborations, and passion for work lead them to believe they have the best team in the industry. Employees call their company the "Structural Focus Family." Structural Focus has a diverse workforce, flexible individualized work schedules, generous benefits, a supportive team with a strong focus on professional growth and career success and promotes within.

### 12. C&R

At C&R, people come first. While the agency is focused on providing excellent client service, it strives to make employees understand they are the organization's greatest asset. Employees are supported by managers and the leadership team through tailored training, goal tracking and celebrating wins. Collaboration is praised at all levels, and perks like flexible hours, ample vacation, and remote work options enhance satisfaction. The agency recognizes the hard work of its employees through many awards including the Most Valuable Publicist (MVP) and "Placement of the Month" Award. The firm's supportive and fun culture fosters connection through team bonding experiences and fun activities.

### 13. INFRASTRUCTURE FACTOR CONSULTING, INC.

At Infrastructure Factor Consulting, there are a number of reasons why the employees love to go to work. There's the diversity, equity, and inclusion focus — with 87% of the team being from diverse backgrounds. There's the