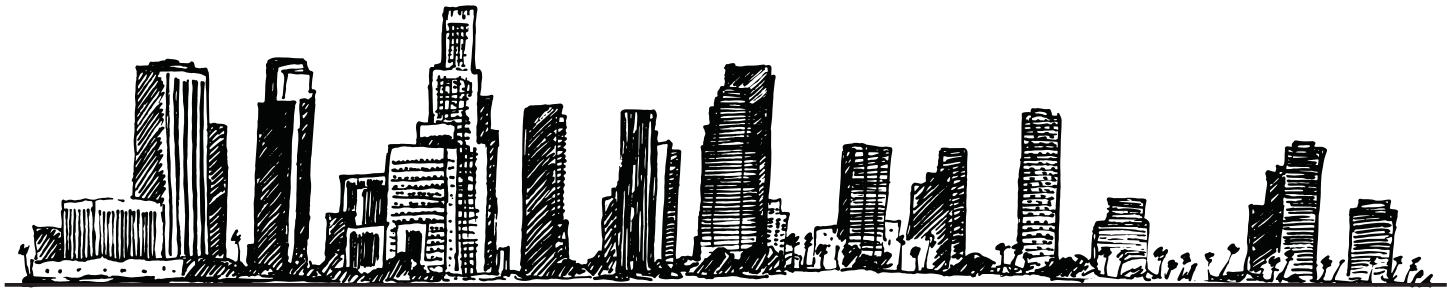


BRANDED CONTENT

AUGUST 12, 2024



LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024

DIAMOND SPONSOR



**Marsh McLennan
Agency**

PLATINUM SPONSOR



KAISER PERMANENTE®

GOLD SPONSORS

THE ART & SCIENCE OF BUILDING

CLAYCO + LJC

cresa



DECRON

GST

IT & AV Solutions for a Connected World



Lee Andrews GROUP
30th ANNIVERSARY

**LA LOS ANGELES
Federal Credit Union**
FINANCING YOUR FUTURE



MONTAGE™
INSURANCE SOLUTIONS

**MORLEY
BUILDERS**

**PBS
ENGINEERS**

PENTA
The PENTA Building Group

PERKINS coie
COUNSEL TO GREAT COMPANIES

Whittier Trust

LOS ANGELES BUSINESS JOURNAL
BEST
 Places to Work 2024



The Best Places to Work in Los Angeles 2024: A Look at the Winners

The 18th annual “Best Places to Work in Los Angeles” awards celebration this year was hosted by the Los Angeles Business Journal at the Biltmore Los Angeles on Wednesday, August 7th from 6:00PM to 8:30PM.

Our annual list of the “Best Places to Work” companies in three different company size groupings comes from top local employers that participated in a detailed survey conducted this year by Workforce Research Group. The survey ranks small, medium, and large companies on subjects such as leadership, corporate culture, communications, and much more.

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

The special live event was sponsored by Diamond Sponsor **Marsh McLennan Agency**. Thanks also go out to the event’s contributing Platinum Sponsor **Kaiser Permanente** and Gold Sponsors **Clayco | LJC**, **Cresa**, **Decron Properties**, **Golden Star Technology**, **Hirsch Pipe & Supply**, **Lee Andrews Group**, **Los Angeles Federal Credit Union**, **Montage Insurance Solutions**, **Morley Builders**, **PBS Engineers**, **The Penta Building Group**, **Perkins Coie, LLP**, and **Whittier Trust**.



IT & AV Solutions for a Connected World

Providing Our Clients with Technology Strategies & Solutions

IT Solutions

- Email Protection
- Cloud Security
- Technology Assessment
- Network Security
- Endpoint Device Management

AV Solutions

- Video Conferencing System
- Collaboration Solutions
- Meeting Spaces
- Classroom Lecture Capture
- Workforce Mobility

and Other Solutions...

LA Business Journal's Best Places to Work - 5x Winner!



gstinc.com





Proud to be named a 2024 Best Place to Work in Los Angeles!

Today and always, we celebrate the incredible people that make Marsh McLennan Agency an amazing place to work.

Interested in joining a culture of passionate people and limitless opportunities? We're hiring!

MarshMMA.com/Careers



To Learn More:



Business Insurance
Employee Health & Benefits
Executive Benefits
Private Client Services
Retirement Services
Risk Management
Surety

Advancing health equity and eliminating disparities

While significant progress has been made in advancing health equity, disparities in care persist for far too many people. Biases and discrimination lead to poorer health outcomes and diminished quality of life, posing serious threats to employee engagement and work performance. All your employees deserve high-quality, equitable care – which Kaiser Permanente is proven to deliver.

Identifying disparities and enabling better care

Measuring health outcomes by race and ethnicity provides valuable data. At Kaiser Permanente, we have complete race, ethnicity, and language data on 82% of our members and counting. When the data reveals disparities between people of different demographics, we close those health gaps through targeted outreach, culturally responsive care, and meaningful steps to improve clinical performance to better serve our diverse members.

Outside Kaiser Permanente, only 24% of commercial health plans have complete race data on their members, and a mere 6% have complete ethnicity data.¹ And fewer than one-third of non-Kaiser Permanente hospitals that collect this data are proactively using it to help improve their care delivery.²

Work with a health leader devoted to promoting health equity

In addition to delivering equitable care and integrated clinical health support to your employees, Kaiser Permanente can also help you implement wellness solutions to address health inequity head-on – and empower your employees to be as healthy as they can be.

1 Rachel Harrington et al., “A New Effort to Address Racial and Ethnic Disparities in Care Through Quality Measurement,” Health Affairs Blog, September 9, 2021.

2 “Health Equity Snapshot: A Toolkit for Action,” Institute for Diversity and Health Equity, American Hospital Association, December 2020.



Choose a health care leader that's better for your business today – and tomorrow

Kaiser Permanente is a proud supporter of the Los Angeles Business Journal 2024 Best Places to Work

To be truly healthy, your employees need access to equitable health care. Offering this care to your workforce can help you retain and attract a diverse team, boost employee engagement, and lower your health care costs. By working with a leader that promotes health equity and better outcomes, you can give your business a powerful competitive edge.

For all that is you.

Learn more at business.kp.org

 KAISER PERMANENTE®

LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024



The Best Places to Work in Los Angeles 2024: 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 Los Angeles Business Journal and Workforce Research 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 Workforce Research Group, 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.

Workforce Research Group was founded by Peter Burke, who after spending 17 years leading Best Companies Group as its president and co-founder, decided to take advantage of an opportunity to take his nearly 20 years of experience managing “Best Places to Work,” “Best Employer” and “Best Companies” programs on a new adventure. In the summer of 2021, he launched Workforce Research Group where he and his team are taking recognizing great places to work to new levels of excellence through the creation of credible

and relevant lists.

Employers are asked to fill out an in-depth questionnaire about their company, while employees are asked to take a survey. These elements allow Workforce Research Group to collect direct information and honest feedback about each workplace. They need both pieces to conduct a thorough analysis of the organizations and complete a professional assessment to determine which ones are best.

Workforce Research Group then takes all the data and uses it to produce company rankings, providing the full list and data to the Los Angeles Business Journal team, who create this special section you are reading now.

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



CLAYCO

TOPPING this year's Best Large Companies to Work For list, Clayco is constantly evaluating and modifying its employee benefits to assure it is providing the best packages that support every family. Clayco caters in a healthy, balanced lunch every day for employees (free of charge) and provides flexible hours, a relaxed work environment, modern amenities, ergonomic chairs and stand-up desks.

The company's open office environment and open-door policy fosters a welcoming community that generates trust and confidence and builds camaraderie between each employee. The medical, dental and vision benefits provide great coverage, while staying at a low cost. In 2021, Clayco expanded its parental leave policy and lifetime infertility benefit. Clayco also offers gym membership reimbursement, tuition reimbursement, annual bonuses, student loan repayment and many other benefits designed to provide flexibility for employees when needed.

Clayco's Rising Star for Safety recognition is given to workers and crews (subcontractors) for their efforts to keep themselves and others safe. People/crews are selected based on their consistent demonstration of active participation in the program. Also appreciated are Clayco's Safety Raffles, where everyone on the project is eligible to receive a poker chip/ticket for their participation in safety on any given day.



ROTH STAFFING COMPANIES

ONE of the nation's largest privately held staffing firms, Roth Staffing includes its specialized business lines Ultimate Staffing, Ledgent Finance & Accounting, Ledgent Technology, Adams & Martin Group and About Talent. The company don't just find people jobs, it strives to create remarkable experiences.

For 30 years, Roth Staffing has focused on workplace engagement and its companywide purpose “to make life better for the people we serve.” Roth Staffing is a values-based organization. The company culture is created by coworkers who are passionate about what they do. From its generous work-from-home policy to its Relaxation, Awareness and Doing Good program, celebrations, volunteering, and philanthropy, 9/80 schedules, focus on diversity & inclusion, and hard work coupled with fun, Roth Staffing is clearly a place where its coworkers love to be.

The “Roth Recess” program includes fun activities like company-wide scavenger hunts, health challenges, lip sync battles, dance competitions, sports challenges, photo contests, and trivia for coworkers to engage in friendly competition. The “Roth Food for Thought” initiative brings coworkers together to fight against hunger. Since 2022, the team has donated nearly 1500 company-paid volunteer hours at food banks, farms, and pantries across the country.



THE PENTA BUILDING GROUP

CULTURE and people are the true foundation of The PENTA Building Group. Focusing on relationships is a key part of how PENTA does business, internally with employees, and externally with clients, trade partners, and the community. The 94 percent retention rate PENTA maintains in Southern California is testament to the success of its people-focused approach.

Access to all levels of management is a constant at PENTA. Entrepreneurial spirit is fostered to develop business ideas that improve process and support company vision. PENTA embodies a family atmosphere. The annual summer PIGNIC and beach party feel like family reunions. From volunteer events through the company's nonprofit foundation to a safety culture focused on physical and mental well-being, PENTA provides everything from diverse culinary events, team-building activities, and fully stocked kitchens to having authority to make decisions, a generous 401k match, and flexible work schedules.

PENTA's company-wide “PIGNIC” is an annual “family reunion” which brings together employees from across regions for a day of food, fun, and friends. In the company's annual Intern Kickball Challenge, interns and senior leadership play a competitive kickball game, often with hilarious costumes and results to match.

4. PARIVEDA

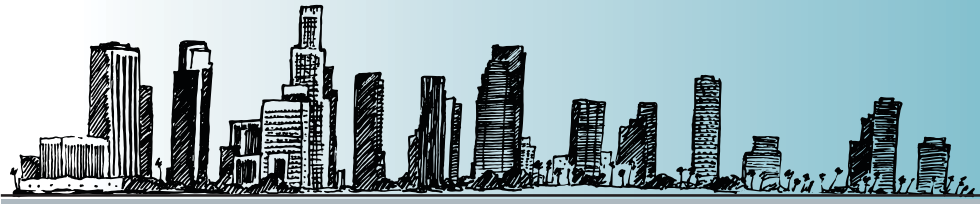
Pariveda was founded on the idea of aligning the company's purpose of developing each of its team members with the mission of its clients, helping both achieve lasting success. The company recruits naturally curious problem solvers who challenge convention and look beyond the problem at hand to address the larger picture. Pariveda leadership is dedicated to an unwavering commitment to developing its people. At Pariveda's core is a desire to help the individual grow towards their highest potential through learning, coaching and giving. The result is a company of highly skilled, highly motivated strategic technology and business advisors.

5. RYAN, LLC

Ryan, an award-winning global tax services and software provider, is the largest firm in the world dedicated exclusively to business taxes. The firm provides an integrated suite of federal, state, local, and international tax services on a multi-jurisdictional basis, including tax recovery, consulting, advocacy, compliance, and technology services. Empowered by the dynamic myRyan work environment, which is widely recognized as the most innovative in the tax services industry, Ryan's multi-disciplinary team of more than 4,800 professionals serves over 30,000 clients in more than 80 countries, including many of the world's prominent Global 5000 companies.

6. IMA, INC.

IMA, Inc. (formerly known as Bolton & Company) is a majority employee-owned, independent insurance brokerage with national scale and local presence. The company serves thousands of clients representing every conceivable industry. At IMA, 100% of the associates are shareholders. The CEO, Rob Cohen, often talks about how you treat things differently when you own them, and as shareholders,



each associate plays a crucial part in the success of the company as owners. This inherently motivates the team to focus on living its core values and providing an exceptional associate and client experience.

7. MCCARTHY BUILDING COMPANIES, INC.

McCarthy is one of the largest, privately held construction companies in the country, building and servicing the communities its team live and work in. McCarthy constructs projects of all sizes, specializing in healthcare, commercial, life sciences, parking, renewables, water and education. Founded 160 years ago, McCarthy operates 18 offices across the United States. Among the company's mantras is "We, Not I," exemplifying its belief in the power of teamwork and a consistent habit of sharing credit. It also espouses a focus on an "All In" mentality," fully committed to doing whatever it takes to get the job done.

8. CRESA

Working at Cresa is like being in a big family that is very supportive, collaborative, and connected. The management is focused on developing a culture that encourages everyone to succeed and have a good time. The people actually trust each other and enjoy working together. The organization is highly supportive of those with family priorities, while providing flexibility regarding how and where everyone works. Several times a year, Cresa gets a suite at Dodger Stadium and invites the entire company. The company also schedules annual community service days in conjunction with Cresa Cares Charity.

9. HNTB CORP

HNTB improves the lives of millions of people through the design of airports, bridges, tunnels, highways and other infrastructure. Its professionals work on some of the world's most complex and challenging transportation projects in the capacity of planning, design, program and construction management. The firm's culture is defined by integrity, excellence, teamwork and a commitment to providing quality work to each client's satisfaction, and is committed to helping its staff grow and learn from great mentors while offering tuition reimbursement and other valuable and unique programs. These are part of HNTB's values that have successfully guided the firm more than 110 years.

10. DERMAVANT SCIENCES, INC

Dermavant's value-driven culture creates a safe environment for employees to bring their whole selves to work daily. The company encourages creativity and rewards thinking differently. Dermavant's very mission is to change patients' lives for the better, and it takes grit, drive, and big thinking from its team to achieving such a rewarding mission. Additional perks that come with working at Dermavant include company dinners, happy hours, and a variety of entertaining offsite events. The company also goes the extra mile to recognize its employees' individual achievements through promotions, spot bonuses, and town hall recognitions.

11. HKS ARCHITECTS, INC.

HKS Architects, Inc. is a leading design firm, ranked by the Los Angeles Business Journal as one of the region's largest architecture firms. Since 1939, HKS has completed projects in more than 1,500 countries. The firm operates from 29 global offices and employs more than 1,600 people. Employees love the relaxed office

environment and being part of the one-firm philosophy, where all HKS offices work as a team sharing resources and project successes. As designers of some of the largest and most exciting projects in LA County (including SoFi Stadium), it's always a fun, creative and high-performing atmosphere to work in.

12. CLUNE CONSTRUCTION

Clune's unwavering commitment to its employees has earned it recognition as a Best Place to Work in Los Angeles for the last six years running. The company firmly believes in empowering its employees to achieve success, recognizing the direct correlation between their accomplishments and the company's success. As an employee-owned firm, Clune places great value on the mutual respect between the organization and its employees. The company ensures that its values and behaviors are being lived out and true within the organization, helping define "The Clune Way." Clune demonstrates its dedication by providing exceptional benefits and sustaining a culture of respect.

13. TRANSWESTERN

Transwestern's high-performance environment attracts accomplished industry veterans as well as bright young professionals with different backgrounds, beliefs, experiences and approaches to problem-solving. Working collaboratively across competencies, teams draw upon diverse skill sets to uncover opportunities and advance clients' business objectives, while continually innovating and improving to meet tomorrow's challenges. The company is a great place to work due to fostering an environment of creative thinking, commitment to its communities, and mutual respect among colleagues where team members can succeed both personally and professionally. It also offers group activities monthly via its robust DEI program.

14. HITT CONTRACTING

HITT Contracting is a national general contractor that embodies a work hard, play hard attitude. While the company always works tirelessly to build trust with clients and partners, it also focuses on teamwork, empowerment, and connections among its people. HITT leadership believes its success as a workplace leader directly correlates with an investment in the wellness of the team and the tools that will make them successful at HITT and beyond. Company-wide happy hours every Friday, family picnics in the summer, annual Subcontractor Appreciation Days, and food drives for the community are HITT traditions that prioritize team building and comradery.

15. HENDERSON ENGINEERS

Henderson Engineers is a national building systems design firm founded in 1970. It is a 100% employee-owned ESOP company, meaning its employees are beneficial owners of company stock. When the firm performs well, the employees do too, regardless of rank or title. In addition to working on groundbreaking building projects across Southern California and nationwide, the LA team enjoys an unapologetically people-first company culture. From game nights to karaoke in Little Tokyo and everything in between, cultivating great relationships is at the heart of everything Henderson does. The employees also enjoy a bevy of out-of-the-ordinary wellness benefits.

16. SWINERTON

Swinerton traces its roots back to 1888, when a Swedish immigrant founded a brick

'The only place where
success comes before work
is in the dictionary.'
-VIDAL SASSOON

masonry and contracting business to serve the West Coast building boom. Over 100 years later, Swinerton has grown into a 100% employee-owned, \$5 billion national construction firm providing industry-leading commercial construction, construction management, design-build, and self-perform services. With over 4,300 professionals across 21 regional offices, Swinerton remains deeply committed to the local communities it serves. In small towns and big cities, it continues to shape landscapes, define skylines, and deliver award-winning landmark projects for clients across the nation.

17. HED

At HED, the company's impact extends far beyond the completion of a project. The team views each endeavor as a stepping stone towards long-term success, striving to empower its clients and communities to thrive in an ever-evolving landscape. HED's dedication to ongoing support ensures that its partnerships endure, evolving alongside its clients as the team navigates the challenges of tomorrow. In a world defined by complexity and uncertainty, HED stands as a beacon of innovation and excellence, driving positive change and shaping the future of design – something every member of its team can be proud to be a part of.

18. POLSINELLI

Prioritizing the lives of its employees, every winter Polsinelli hosts a holiday party for all employees at a trendy restaurant or venue to celebrate the season and thank the entire team for the hard work everyone has contributed throughout the year. It's a year-round mentality. The company hosts monthly social hours as an opportunity for all employees to come together and bond with their colleagues. Polsinelli understands how important family is to its employees and makes it a priority to host events that are open to family members, including nice dinners and in-office holiday events.

19. BELKIN INTERNATIONAL, INC.

At Belkin, people always come first. Belkin culture is rooted in its commitment to fostering an inspirational, supportive, diverse, and enriching environment while also challenging teams to think innovatively and grow beyond their realized potential. Belkin is made up of a group of passionate individuals who work together like a dream team to get the job done, bringing people-inspired products to consumers and businesses around the world. Over the last four decades, the company have evolved from a small startup to a global technology leader, creating award-winning accessories that resonate with consumers in over 100 countries.

20. HANSON BRIDGETT LLP

Hanson Bridgett maintains a warm, friendly, team-oriented environment where everyone is

welcome. The firm's guiding principles are to honor differences, embrace shared potential, and be authentic; to "take care of yourself," so each employee has the capacity to give back and take care of others; and leave others wiser, more thoughtful, and more optimistic. The firm and its team implement innovative ways of working through modern and flexible experiences that empower its attorneys and professional staff to deliver quality work above and beyond expectations. This year employees will enjoy chair massages, lunch, breakfast, and a half day off.

21. SHAWMUT DESIGN AND CONSTRUCTION

Shawmut Design and Construction is a \$1.6 billion national construction management firm that completes extremely complex and logistically challenging projects for high-profile, innovative clients. As a 100% employee-owned company, Shawmut has a people-first culture of ownership, proactive solution-making, and forward thinking that drives teams to deliver the best for clients, partners, and communities. Shawmut provides a better building experience through best-in-class construction management practices, a world-class safety program, and creating a workplace of belonging. Its culture of care is built upon its core values—excellence, safety, ownership, and people—which guide every decision.

22. C.W. DRIVER COMPANIES

C.W. Driver Companies is a premier builder serving California since 1919. In 2019, the historic company proudly celebrated its 100-year anniversary. As a leader in general contracting and construction management services, C.W. Driver Companies is on the cutting edge across a broad spectrum of industries, including education, commercial/office, technology, life science/biomedical, mixed-use, assisted living, retail, residential, and civic. Employees are proud of the fact that C.W. Driver Companies has the ability to build a variety of projects, from large tenant improvements to small renovations and specialized projects through its affiliates Driver SPG and Good & Roberts.

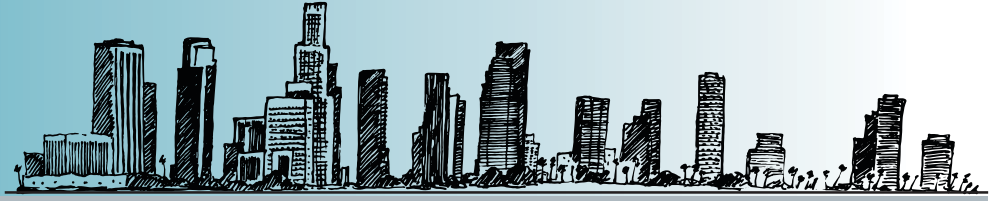
23. VACO LLC - LOS ANGELES

Vaco constantly strives to be the best company and the best company to work for. It offers a long term career path with excellent flexibility and a dedication to work life balance. Vaco employees are passionate and committed. They make a difference in their communities and are devoted to helping businesses find talent and people find their next career opportunity. The Vaco team members clearly love what they do and have fun while they do it. Fun events include the "Raving 20's" party at Nobu in Malibu, quarterly team building activities and fun filled employee days out.

24. W.E. O'NEIL CONSTRUCTION CO.

W.E. O'Neil Construction is a 100% employee-owned, nationally ranked general contractor. The organization is committed to its core mission of 'valuing people and building dreams.' Through everyday actions, leadership and employees treat each other with respect, are forthright in what they say and do, and strive to bring thoughtful leadership to the building experience, in pursuit of shared success. Employee-centered social events include the quarterly golf classic, attendance at sporting events, happy hours, office BBQs and more. Employee and family focused events include picnics, horse racing/fair days, and sporting events.

LOS ANGELES BUSINESS JOURNAL
BEST
 Places to Work 2024



25. BUCHALTER, PC

Buchalter is a full-service business law firm that has been teaming with clients for nine decades, providing legal counsel at all stages of their growth and evolution, and helping them meet the many legal challenges and decisions they face. The team members trust and respect one another at Buchalter, and work together to provide outstanding client service in a fun and rewarding environment. The company culture emphasizes the value of a healthy work environment, inclusive ideas, and most importantly enjoying the profession of law. Buchalter emphasizes employee appreciation through events such as monthly birthday and anniversary parties, happy hours, summer picnics, and holiday events.

26. HUB INTERNATIONAL INSURANCE SERVICES, INC.

HUB LAOC is made up of a network of doers with diverse stories and a shared goal to support their clients and communities. To do it, the organizational focus is on the people that make up HUB. The team believes in supporting each other, and subscribe to the notion that great work happens when people come together, and that means building a team where anyone can spark an idea, and where everyone can make a difference. The HUB team also believes that pushing themselves forward helps them give more to others.

27. FLOQAST

FloQast delivers workflow automation

software enabling organizations to operationalize accounting excellence. Trusted by more than 2,100 accounting teams – including Twilio, the Lakers, Zoom, and Snowflake – FloQast was built by accountants, for accountants. FloQast employees enjoy generous healthcare benefits including the company paying 100% of the premium for employees and family members. The company also offers Mental Health Days in addition to federal holidays. Employees also enjoy quarterly virtual social events such as cooking classes, crafting and trivia. In-person social events at the Los Angeles office include a St. Patrick’s day scavenger hunt and “Free Lunch Wednesdays.”

28. SUFFOLK

Suffolk has a number of unique benefits that differentiate the company and team member experience. Its founder, chairman and CEO truly cares about the people who work at Suffolk. Of the perks offered, a commitment to the team members and their families is perhaps most important. Suffolk provides free access to Wellthy concierge service for employees and their family members. It provides personalized support to help with the logistical and administrative tasks of caring for loved ones. Employees are matched with a dedicated Care Coordinator who will guide members through a care plan, advocate for loved ones, coordinate appointments, and handle time-saving tasks.

29. PERKINS COIE LLP

Perkins Coie is dedicated to its people and believes its employees are the heart and soul of the firm. The firm emphasizes the importance of hiring, developing and retaining high-quality individuals that are driven to make a positive impact. Perkins Coie is able to do this by creating and maintaining competitive programs while fostering a company culture that promotes diversity, respect, service, growth and recognition. The firm provides opportunities to enhance its employees’ skills, so that they may further their careers and achieve their goals. Perkins Coie also provides a robust range of benefits, inclusive of health and well-being programs.

30. RSM US LLP - LOS ANGELES

RSM is focused on creating compelling experiences for its clients, colleagues and communities. The organization’s deep focus on understanding and bringing relevant ideas and insights to help others succeed is the foundation of its unique and inclusive culture. And it’s what enables RSM to instill confidence in a world of change. The RSM team is proud of the recognition the firm, its culture, its services and its outstanding people receive. The firm’s leadership strongly believes that its exceptional people are the key to that culture and the root of exceptional client experience.

31. CENTERFIELD

Centerfield fosters a vibrant community

of innovators and collaborators, dedicated to growth and inclusion. With comprehensive benefits, flexible work arrangements, and continuous learning, employees thrive personally and professionally. The organization’s people first approach, emphasizing open communication and support, cultivates belonging and empowers contributions. Centerfield’s commitment to retaining top talent through feedback, career development, and recognition programs ensures a workplace where individuals drive innovation and success. Quarterly large events, happy hours and department outings, fitness contests and wellness challenges, interest themed clubs, a soccer team, a basketball team, and ping pong tournaments are all part of the culture.

32. DECRON PROPERTIES

Decron Properties believes that the key to creating great communities lies in strengthening its own community. The company has a wide array of programs and events designed to create a rewarding and exciting work environment. Every Decron employee from all levels fosters a culture that promotes integrity, responsibility, pride, personal growth, and joy. Examples of the culture-building activities at Decron include the annual summer picnic where associates from the entire company come together at a local park or beach to enjoy fun activities and food. The company’s Employee Engagement committee meets monthly to plan, review and coordinate fun events.



THE PENTA BUILDING GROUP

A People-Focused SoCal Contractor

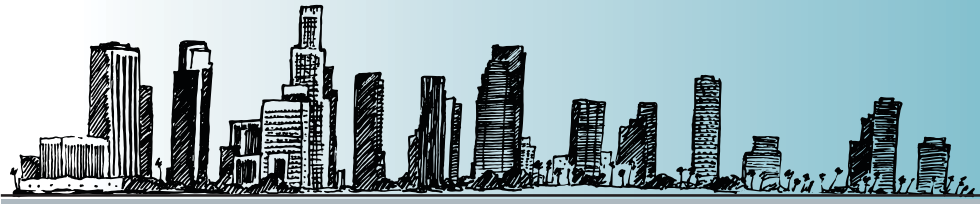
PENTA maintains an unwavering focus on taking care of our employees, clients, and trade partners.

Visit us online at pentabldggroup.com to learn more.



WE'RE HIRING! CONTACT US FOR OPEN POSITIONS:

PASADENA: 155 N. Lake Avenue, Suite 740, Pasadena, CA 91101 | 626.407.2797
 ORANGE COUNTY: 2030 Main Street, Suite 200, Irvine, CA 92614 | 949.234.6456



LOS ANGELES BUSINESS JOURNAL
BEST
 Places to Work 2024

33. ALSTON & BIRD

Alston & Bird works to hire the brightest and best professionals with a focus on diversity, inclusion and belonging. The firm has worked and continues to work to create an open and receptive workplace culture and by doing so creates a workplace where people want to come to work. Giving attorneys up to 150 hours of billable-hour credit for providing pro bono legal services and allowing up to 15 hours a year for volunteering are just a few examples of how policies support the culture and set the firm apart.

34. HENSEL PHELPS

Hensel Phelps is a national commercial general contractor consistently recognized for excellence in employee satisfaction and workplace culture. Since its humble beginnings in 1937, Hensel Phelps has grown as a family of hard-working individuals into a world-class builder. Exploring new markets and partnerships, investing in diversity and its communities, and forging new opportunities, Hensel Phelps is dedicated to serving its people, neighbors, partners and all those who aspire to build a better future. Hensel Phelps is committed to continuing its legacy—not only through brick and mortar landmarks but through the integrity of its team members.

35. MARSH McLENNAN AGENCY

Marsh McLennan Agency (MMA) maintains a commitment to employee satisfaction,

diversity and inclusion, work-life balance, and community involvement. The agency provides a multitude of career development and growth opportunities through its Learning & Development department and MMA University, which hosts leadership development programs, personality insights trainings, manager trainings, professional learning opportunities and more. Each year, the company's foundation selects non-profits nominated by MMA employees to receive grants awarded at fundraising golf tournaments. Employees are also encouraged to volunteer with MMA's social impact platform which provides company matching for dollars donated and the opportunity to use paid time off for volunteering.

36. BUILD GROUP

At Build Group, the mission is to unlock the full potential of every individual. The company provides top-tier benefits, training opportunities, bonuses, and competitive salaries. Benefits include medical, vision, and dental coverage, as well as financial, emotional, social, and professional counseling services. Additionally, Build Group offers educational assistance and adoption assistance programs. The organization recognizes the importance of work-life balance by providing paid vacations, sick days, and holidays, along with a Sabbatical Program. Through its International Recruiting Program, Build Group has built inclusive teams that value and incorporate everyone's perspectives.

37. PANDA RESTAURANT GROUP, INC.

Panda Restaurant Group, the parent company of Panda Inn, Panda Express, and Hibachi-San, is dedicated to becoming a world leader in people development and has a strong mission to build an organization where people are inspired to better their lives. Panda is family-owned with about 2,500 locations worldwide and employs over 50,000 employees. Whether through sharing good food with guests or providing opportunities for professional and personal growth with associates, all are embraced in a genuine family environment that is uniquely Panda. The foundation which Panda Restaurant Group operates is focused on personal and interpersonal development.

38. SLALOM, INC.

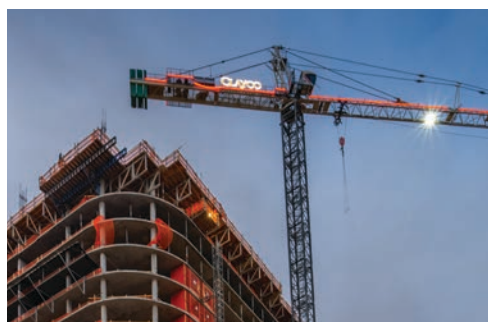
Slalom is a next-generation professional services company creating value at the intersection of business, technology, and humanity. Slalom's purpose is to help people and organizations dream bigger, move faster, and build better tomorrows for all. Every day Slalom team members bring their heads and hearts to being a trusted copilot, respectful challenger, and unwavering champion for each of Slalom's customers. By putting people first — both customers and team members — Slalom has evolved a consulting experience that's nimble, responsive, and tailored to unique needs. Slalom provides exactly the support needed, and makes it easy to enjoy the journey.

39. HILTON LOS ANGELES / UNIVERSAL CITY

The Hilton Universal has a goal to continue creating a positive and inclusive culture. The organization wants its employees to feel like they belong, are valued, respected, and appreciated. It does so by celebrating different events from pet day, pretzel day, to dance day. Hilton is aware many employees want to further their careers and wants to see them succeed, so the company offers various development and training programs through its dedicated raining portal. Some team members stay for the competitive benefits. Hilton Universal realizes that providing a no cost medical plan to employees and their family relieves pressure.

40. HIRSCH PIPE & SUPPLY

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



The Clayco +LJC team is proud to be named a finalist for “Best Places to Work” in Los Angeles.

Our collaborative approach can open new doors to your career and professional development. We are always looking for people who are smart, creative, up for any challenge and **incredibly excited** about what they do. We build our business around the **passion of our people** and the **ideas they bring** everyday. *Whether you're a project manager, estimator, architect or accountant, you play a part in delivering some of the most complex and iconic building projects in North America.*

THE ART & SCIENCE OF BUILDING

CLAYCO + LJC

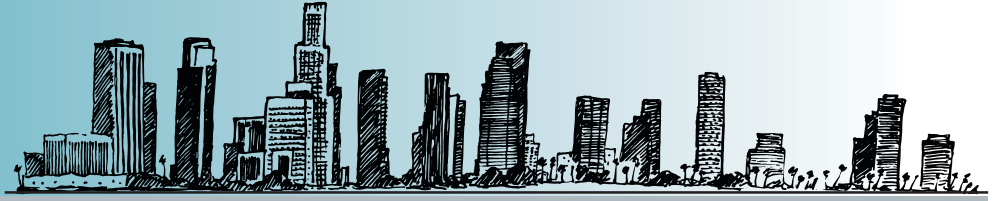
claycorp.com theljc.com



LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024



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



BAMKO

BAMKO is recognized for fostering a culture of innovation, collaboration, and employee well-being. With perks like flexible schedules, comprehensive health benefits, and ongoing professional development opportunities, the company empowers its team to thrive. Emphasizing open communication, transparent leadership, and a strong sense of community, BAMKO cultivates a positive atmosphere where every individual feels valued and supported. Prioritizing employee satisfaction and growth leads to high retention rates and sustained engagement, driving collective success.

BAMKO also features annual recognition ceremonies highlighting employees who demonstrate outstanding contributions to safety, with awards and public acknowledgment. The company has developed a peer-to-peer recognition program allowing colleagues to nominate each other for achievements, with rewards such as gift vouchers or special privileges.

BAMKO formally recognizes individual employee milestones through personalized celebrations and rewards. From work anniversaries to personal achievements, each milestone is commemorated with a tailored approach. Whether it's a heartfelt acknowledgment during team meetings, a congratulatory email from leadership, or a special gift to mark the occasion, every employee's accomplishment is honored with sincerity and appreciation. Additionally, milestone achievements are often highlighted on internal communication platforms or company newsletters, allowing colleagues to share in the joy and success of their peers.



HOWARD BUILDING CORPORATION

HOWARD Building Corporation (HBC) is a general contracting firm founded in 1983, servicing a broad spectrum of clients from its two Southern California offices. HBC is a 100% employee-owned company, and its diverse project teams are committed to exceptional client service. The company's dedication to its clients sets it apart in the industry, and the company has been built on the strength of

its relationships and the success of its clients' projects.

An active and innovative employee culture has shaped HBC's approach to employee ownership and ESG principles, including equity, inclusion, and sustainability. The company has made dramatic changes towards cultivating a more diverse and inclusive industry while creating strategies for continued improvement. On Bring Your Kid to Work Day, HBC employees' children and the community can come in and hear about what each department does, practice skills such as resume and check writing, and visit an actual construction job site.

Community involvement is also a big part of HBC's culture, and includes activities such as farming at the First Harvest food bank, a Junior Achievement bowl-a-thon, "Choose Your Charity" essay contests and more. Inclusive holiday-related contests and celebrations are also popular with HBC staffers.



RISING REALTY PARTNERS

RISING Realty Partners' unique blend of innovation, employee empowerment, and commitment to corporate responsibility drives the company's workplace. It's a culture that thrives on collaboration and respect, fostering a sense of community and purpose. Rising Realty Partners offers unique benefits, including flexible work arrangements, comprehensive wellness programs, and opportunities for professional development.

Rising Realty Partners employees enjoy working at the company because the team genuinely cares about each other's well-being and career aspirations. The team maintains high employee retention and engagement through transparent communication, recognizing achievements, and providing opportunities for career advancement. Rising Realty Partners' commitment to environmental stewardship and social responsibility also resonates deeply with the team, uniting them in a mission to transform spaces and positively impact

communities.

The company's annual Team Holiday Party is always a hit with employees. Last year's was held at DTLA's iconic Jonathan Club where employees enjoyed a sit-down lunch, a full bar, entertainment from a magician, team games, and party favors. Recently, team members who have gone above and beyond in their contributions to the company culture and additional work completed, received a three-figure gift certificate to Amazon with a handwritten note from a C-Suite executive.

4. NORTHWESTERN MUTUAL - WEST LOS ANGELES

NM-SCN prides itself on fostering a culture of innovation, collaboration, and inclusivity. Its commitment to employee well-being goes beyond traditional benefits, offering flexible work arrangements, ongoing professional development opportunities, and a supportive environment for personal growth. NM-SCN's retention and engagement strategies focus on transparent communication, recognition of individual contributions, and a strong sense of community. NM-SCN believes that by investing in its employees' success and happiness, it creates a workplace where everyone can thrive and contribute their best work. NM-SCN's advisors and teams find it rewarding to build a multi-generational economic legacy for clients.

5. NORTHWESTERN MUTUAL MANHATTAN BEACH

Employees of Northwestern Mutual Manhattan Beach are proud of the fact that for years, their organization has helped families and businesses across Los Angeles reach their financial goals. Northwestern Mutual's version of financial planning brings the right insurance and investment strategies together, so the organization's clients can do the things that matter most, with the ones who matter most. And the Northwestern Mutual Manhattan Beach team is there to guide them every step of the way. Employees also love the family beach days, concerts at the park, monthly office happy hours, group outings and more.

6. BALACIANO GROUP

As a longstanding community member, Balaciano Group prioritizes cultivating a vibrant team dedicated to local service. The company fosters employee well-being through an innovative and fun culture, celebrating holidays and birthdays, and employee activities like bowling, picnics, potlucks, and ice cream socials. Wellness offerings include a

healthy snack bar, yoga sessions, and an onsite gym to support physical and mental health. Balaciano Group emphasizes team bonding through events and continuous learning. Employees often describe the workplace as a second family, dedicating decades to inclusive culture. Balaciano Group heavily invests in employee growth through mentoring, training, and promoting from within.

7. GOLDEN STAR TECHNOLOGY INC.

Golden Star Technology Inc. (GST) maintains a dedication to fostering a nurturing and innovative culture. GST believes that its strength lies in its team, and is committed to offering unique benefits that enhance both personal and professional growth. Employees enjoy comprehensive health and wellness programs, great perks, employee recognition, and continuous learning opportunities. GST is deeply committed to maintaining high employee retention and engagement through transparent communication, a collaborative culture, and a clear pathway for career advancement. Its strategy includes regular team-building activities and open forums for feedback, encouraging a sense of ownership and belonging among staff.

8. MORLEY BUILDERS

Morley's commitment to excellence and people first attitude sets the company apart. Morley has built many of the most recognizable buildings in Southern California during its 76-year history and is nationally ranked among ENR's Top 400 Contractors. Morley aspires to be the builder of choice, building a better future for its employees, for its clients, for the users and communities of the buildings it constructs. Morley's culture encourages an entrepreneurial spirit. Morley is 100% employee-owned, and this ownership inspires a passion to be excellent in all that the company does.

9. PBS ENGINEERS, INC.

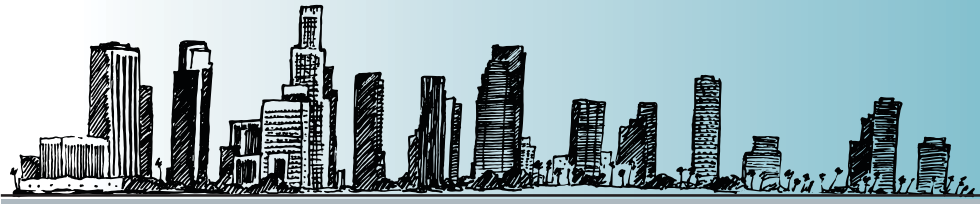
PBS Engineers, Inc. is an esteemed mechanical, electrical, and plumbing consulting firm known for its unwavering dedication to eliciting an emotional response both within the company and among external partners. Bolstered by a cohesive team of highly qualified engineers, cutting-edge CAD and BIM technology, PBS guarantees its clients and partners personalized and top-tier engineering solutions. Employees also love the company's regular participation in events such as the American Heart Association Heart Walk. Quarterly PBS employee outings may include poker night in the office, bowling nights, and the end of the year holiday celebration.

10. SIGNATURE TRAVEL NETWORK

Signature Travel Network is an organization that manages with heart. The organization values its employees that it affectionately coins 'coworkers.' The company is successful because the team members all work and are valued equitably. The company's dedication to serving its members collaboratively demonstrates Signature's gold standard of respect, service and efficiency. The company provides intuitive benefits with coworkers in mind. These benefits include employer sponsored health and life insurance along with 401k profit sharing opportunities. Signature also

'A dream does not become reality through magic; it takes sweat, determination and hard work.'

-COLIN POWELL



LOS ANGELES BUSINESS JOURNAL

BEST
 Places to Work 2024

covers coworker passport renewals, TSA Precheck/Global entry fees, exclusive travel incentives, IATAN memberships and tuition reimbursement.

11. AUTOMUS CONSULTING, INC.

Whether Automus Consulting is communicating with each other or its customers, each team member is honest, timely, and creative in their approach. Automus believes in hiring the best team members at every level...and then letting them do the job they do well. The experienced management team is there to provide tools employees need to help them succeed. The company believes that taking care of its employees is just as important as taking care of customers. It designed its PTO and vacation plan to fit everyone. With an unlimited PTO Plan, and some floating holidays, each employee is in control of their life balance.

12. WHITTIER TRUST COMPANY

Whittier Trust is the ultimate client-centric multi-family office. It provides support to serve the entire family's needs. The employees enjoy working at Whittier Trust for a number of reasons. The CEO provides bonuses twice a year for employees to take a trip or buy a special gift. Anniversary gifts are given to employees. Bonuses are awarded to employees who go above and beyond. The employees have fun too. There's a "Cinco de Marcho" Guacamole Contest for the 'best of the best'

guac. The Employee baby photo guessing game is popular too, as is the Easter Scavenger Hunt with eggs containing cash and Dodgers tickets.

13. BNBUILDERS

BNBuilders not only builds structures for clients – it also builds its team with talented, collaborative employees who share a strong cultural foundation. BNBuilders recognizes that its employees are its best asset and does its best to care for them. The company strives to create an environment that is inclusive of everyone and where all employees have an equal voice, no matter their title. BNBuilders remains actively engaged in community giving to create positive. Employees are empowered to push the boundaries of innovation, and

BNBuilders aims to provide all the tools needed to make their jobs easier.

14. NOURMAND & ASSOCIATES

Nourmand & Associates is no stranger to the Best Companies to Work list – having appeared now for the sixth year in a row. Since 1976, Nourmand & Associates has been a standard-bearer for Los Angeles residential real estate. As one of the city's only family-owned brokerages, Nourmand & Associates prides itself on its established and respected brand. Nourmand & Associates is built on trust that it has earned through more than four decades of exceptional service. Employees are proud of Nourmand & Associates' legacy, and collectively look forward to exceeding their

clients' expectations for years to come.

15. GOETZMAN GROUP

Salaried, full-time employment with premium pay for hours worked over 40/week or 8/day establishes a work life balance that is key to the Goetzman Group's success. With the variety of engagements with the firm's Fortune 500 and diverse client base, and the goal of projects close to home, it is no surprise the Goetzman Group is a great place for employees to land their careers. The team also enjoys extended time off between projects should they want to take advantage of a lengthy vacation (upwards of 8 to 10 weeks annually including tenured accrual of four weeks plus six weeks of unpaid time off).

16. GIROUX GLASS, INC.

Giroux Glass is a great place to work because it is an employee-owned company, emphasizing creating a sense of unity, shared purpose and excellence in the construction/glazing industry. The company works in the commercial, residential, municipal and hospitality sectors. Its commitment to excellence is reflected in its culture, fostering an environment where employees feel valued and are encouraged to grow. The Employee Stock Ownership Plan empowers every team member with a stake in the company's success. This contributes significantly to high employee retention rates and satisfaction. As Giroux expands, its dedication to its employees remains unwavering.

'Inaction breeds doubt and fear. Action breeds confidence and courage. If you want to conquer fear, do not sit and think about it. Go out and get busy.'

-DALE CARNEGIE

RECOGNITION OF EXCELLENCE

Teamwork.
 Collaboration.

PERKINS COIE IS HONORED THAT OUR LOS ANGELES OFFICE has been named one of the *Los Angeles Business Journal's* 2024 Best Places to Work. This recognition reflects our commitment to fostering a diverse and inclusive culture as we continue to strive for excellence and innovation in everything we do. We thank our lawyers and business professionals for making our firm a great place to work.

[PerkinsCoie.com](https://www.perkinscoie.com)

LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024

**17. GREENBERG GLUSKER LLP**

Greenberg Glusker is more than a team. The firm sees itself as a family and invests in activities and resources that make its team members feel valued, that supports their physical and mental health, and that provides everyone with the opportunity to form close bonds across all levels. This includes celebrating employee milestones, offering a robust benefits program that comes with third-party wellness benefits, implementing policies that promote work-life balance, and hosting social, diversity, and philanthropic events through which team members have the opportunity to connect with one another, to learn, and to give back to the greater Los Angeles area.

18. DISQO

DISQO helps clients fuel brand growth by putting people at the center of every decision. This belief doesn't just define the company's brand experience platform, it defines how DISQO engages its team. The company approaches every day by asking how it can best support "DISQO Nation" and its goals within the walls of its office and outside of them. This includes competitive compensation, people-first health benefits, structured growth opportunities, a holiday break, and much more. Rooted in servant leadership, DISQO's bottom-up management style also gives DISQO Nation the flexibility to focus on what matters most to them and the business.

19. WINDES

Windes has once again made the Best Places to Work in Los Angeles County 2024 list – recognized and selected because its own employees are so enamored by their place of work. Among the elements of Windes that the employees like most is the Windes Gives Back Community Day. Each year, the firm coordinates and organizes an activity for all employees to participate in, enriching the lives of others. They also love the annual party each year where Windes organizes an event for employees and their guests. Some of these themed parties have included Ranch Roundup, Luau, Roaring 20's Casino Night and more.

'Persistence and resilience only come from having been given the chance to work through difficult problems.'

-GEVER TULLEY

20. PARAMOUNT GLOBAL INC.

Paramount Global always strives to provide the sincerest service possible and be the hard-working down-to-earth family with humble roots, constantly pushing through to a bright, innovative future. The company is committed to ensuring that everyone within the company feels valued and supported. Embracing these values creates a strong and positive culture empowering the team to achieve exceptional results. Team members support and honor the perspective and experiences each individual brings to the team. This helps to create a friendly, positive, fun work environment that encourages curiosity as well as promotes learning and growth.

21. MICHELMAN & ROBINSON, LLP

At M&R, bona fide industry expertise meets unsurpassed advisory and practice area know-how. M&R is a full-service, national law firm boasting a remarkable record of litigation, transactional and regulatory successes in the most consequential matters. Its attorneys, from the co-founders on down, are fully engaged, unrelenting yet always professional, and equal parts strategic, practical, entrepreneurial and cerebral—subject matter and practice area pros who immerse themselves in their clients' businesses and are sought after for their proven industry expertise. They also enjoy annual holiday parties with spouses and guests invited; D&I celebration potlucks; picnics; Halloween office trick-or-treating and more.

22. PRAGERU

What sets PragerU apart from other organizations is its strong belief in honoring American values and creating an incredibly unique company culture. Employees enjoy the robust benefits package, staff parties, and performance recognition programs too, but the real reason why PragerU maintains high employee retention is that the company encourages its staff to create an atmosphere where they can be themselves and do meaningful work. PragerU employees find deep fulfillment in working for a company whose mission, vision, and values align closely with their own.

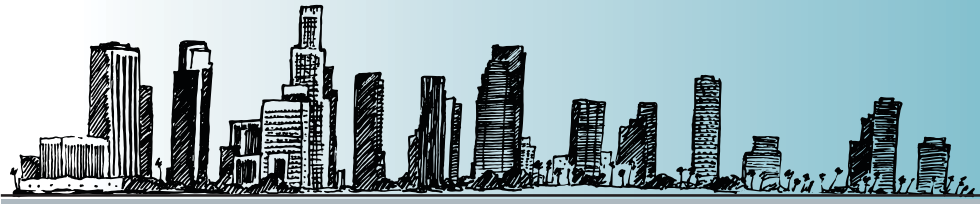
Our family-focused approach to business seems to be working for us quite well.

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

Contact Tim McCarthy | 626.463.2545
177 E. Colorado Blvd., Ste 800, Pasadena, CA 91105
whittiertrust.com


Whittier Trust
Wealth Management





LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024

23. CYDCOR

Cydcor is not just a great place to work, but a transformative experience where individuals flourish personally and professionally. The company prides itself on providing support and growth for its employees. Cydcor’s commitment to employee development and business growth in fact defines the company’s identity. Employees are valued, supported and empowered to succeed. Cydcor prioritizes employee well-being, offering robust benefits, individual development plans for every employee, and a welcoming culture. Cydcor’s open workspaces, fitness center, and accessible executives cultivate belonging and motivation. The company prioritizes growth through 1:1 coaching, leadership training, and company-paid online learning resources.

24. LOS ANGELES FEDERAL CREDIT UNION

Los Angeles Federal Credit Union maintains a commitment to its employees, believing in creating a workplace that inspires employees to thrive both personally and professionally. Its commitment to fostering a culture of inclusivity, collaboration, and innovation is unwavering. Los Angeles Federal Credit Union strives to provide its employees with a supportive work environment that empowers them to grow and succeed. It takes pride in being recognized as one of the best places to work, as its employees are considered its success, and it is committed to continuing to seek ways to positively impact the lives of

employees and the communities it serves.

25. TICKETMANAGER

TicketManager has developed a strong and positive reputation for the company’s performance in sports tech ... and for the TicketManager team’s culture that is driving it. TicketManager’s culture is best described as people-focused, ambitious, autonomous, accountable, and fun. In other words, TicketManager pushes its team to success while providing the support and benefits to enjoy work and personal interests. As a direct result of this people-first approach, TicketManager has become the market leader in its niche and are trusted by dozens of professional sport teams and hundreds of brands.

26. CENTURY GROUP

People are the cornerstone of Century Group. The company’s singular goal as employers is to provide the remarkable support, flexibility and technology its team members need to excel. The company has established itself as a premier accounting and finance recruitment and staffing firm by giving its producers world-class resources and fostering a vibrant company culture. From well-equipped office spaces to high success rates, the company’s collaborative environment gives team members everything they need to thrive. Even more, a career at Century Group allows its people to positively transform someone’s life with each successful job match.

27. JEFFER MANGELS BUTLER & MITCHELL LLP

Jeffer Mangels Butler & Mitchell LLP (JMBM) is a results-driven law firm with a relentless focus on client satisfaction, as well as its employees. JMBM values mentorship, professional development, and creating a space where people enjoy coming to work every day. JMBM’s Diversity Committee and Affinity Groups provide opportunities for the firm’s attorneys and staff to bond and build fulfilling relationships, while learning how to be mindful and respectful to others. The firm offers a wide array of benefits so employees feel supported inside and outside of the workplace in their everyday lives.

28. HEALTH ADVOCATES NETWORK, dba STAFF TODAY

Staff Today believes that a thriving, motivated team translates into exceptional service for its clients and employees. The company strives to put the employee experience at the forefront by both requesting employee feedback and providing clear and timely feedback to employees. This includes conducting 30-60-90-day new hire check-ins. By addressing questions, challenges, and aspirations early on, Staff Today integrates new hires seamlessly into its culture and fosters a sense of belonging from day one. The company also emphasizes work-life balance by encouraging employees to take PTO and giving employees flexibility to work remotely.

‘We know from research that growth is actually contagious, so if you want to reach your goals, you’ve got to be around people that are going in the same direction you want to be going, and you will catch the success.’

-HENRY CLOUD

We change the world from right here!

LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024

Lee Andrews GROUP
30TH ANNIVERSARY

Public Relations
Outreach
Multicultural Marketing

700 S. Flower Street, Suite 1275, Los Angeles, CA 90017 | 213.891.2965 | www.leeandrewsgroup.com

LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024



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



MONTAGE INSURANCE SOLUTIONS

MONTAGE 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

BLAZE 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 foster 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

VHA, 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.

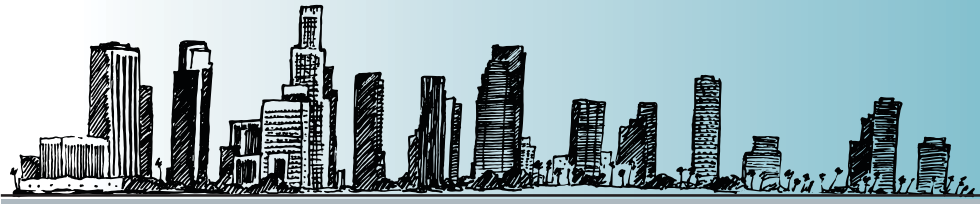
Structural Focus is a full-service structural engineering firm with expertise in new design, historic restoration, seismic retrofit, building sustainability, and developing post-disaster response plans. The company designs buildings it can be proud of. It considers its greatest strength the outstanding 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



LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024

positive culture and welcoming work environment which emphasizes a solid work/life balance emphasis. And there's the company's ongoing support of important causes and organizations, including ACE Mentorship & ACEC Engineering Week student outreach initiatives. The team also enjoys the company's Employee Kids Christmas Club (all kids under 13 receive a gift from the company); and Touchcare, the company's free healthcare concierge service.

14. HOA ORGANIZERS, INC

At HOA Organizers, the team is committed to the well-being and professional growth of its employees. HOA offers competitive benefits including 14 paid holidays, generous vacation time, an Employee Assistance Program, and a wellness program that includes gym memberships. Additionally, the company supports a work-life balance with options to work from home, creating a flexible and supportive work environment. The workplace culture is centered on mutual respect and continuous professional development. Frequent staff meetings, in-house education, and a focus on career growth create a supportive environment where employees thrive. Plus, the company maintains a commitment to the community.

15. INTEGRARE GROUP

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

professionals working together to transform business as usual in the construction industry. Integrare's services include general contracting, design-build/design-assist project delivery, construction management, and self-performed work of architectural interior finishes and exterior envelope work. The company's method is holistic, adaptive and culture-focused. Its mission is to improve the communities it serves—how it builds is its legacy. The workplace culture is built on elements that collectively foster an atmosphere of positive, dynamic, ever-evolving, adaptive thinking, delivering a transformative approach to building responsibly and responsibly.

16. PEGNATO ROOF INTELLIGENCE NETWORK

Pegnato Roof Intelligence Network is changing the roofing industry through the ingenuity, hard work and dedication of its people. The company is now the 80th largest roofing company in the nation and its people are the engine. They work through a unique digital platform with the clients, contractors and manufacturers (the company's ecosystem) to make it all happen. The company also makes a point to celebrate its people and events in their lives. Pegnato trains its people and promotes from within and with 50% growth year over year there are lots of opportunities for growth.

17. LEE ANDREWS GROUP

Lee Andrews Group is focused on a com-

mitment to fostering an outstanding workplace culture, impactful societal work, and engaging project initiatives. Under its visionary female leadership, the company has cultivated an environment that not only values but thrives on diversity, innovation, and inclusivity. The office, situated in the heart of downtown Los Angeles within The BLOC, offers not just a workspace but a community hub of retail, dining and entertainment experiences. The projects are more than tasks – they're opportunities to make tangible, positive changes in the community, reflecting a dedication to social impact and sustainability.

18. JUBILEE MEDIA

The Jubilee team is committed to creating an environment where people can thrive. This translates through the company's values, people, authenticity, growth, excellence and resilience. Jubilee puts its people first, and in return, they are dedicated to the company's mission of provoking understanding and creating human connection through their work. Jubilee promotes authenticity across the entire organization through allowing people to show up as themselves, and share their insights and opinions creatively in their work. Jubilee has dedicated growth paths for each department in its organization - meaning everyone knows how they can grow within the company.

19. OFFICEUNTITLED

From the outset, OFFICEUNTITLED

(OU)'s goal has been to build a fearless, innovative, and forward-looking practice. Established in 2018, OU quickly evolved from a handful of staff into a diverse firm of nearly 50, with architects, designers, and design strategists seamlessly working across offices in Culver City and New York City. Propelled by an uninhibited ethos that combines ambitious design with deep professional experience, the practice consistently delivers thoughtful yet unexpected design solutions. OU's inclusive approach is hands-on, fostering dialogue to fully understand the range of possibilities, while consistently looking for input from a diverse collection of voices.

20. CITYVIEW

Cityview values creating a workplace that invests in its team. The company's leadership works to keep the team engaged through career growth opportunities, health and wellness initiatives, and company-wide events. Employees enjoy their relationships with their team and supervisors. Employee career development includes regular access to the senior management team and their respective knowledge and mentorship. Cityview also reimburses employees for continuing education related to their position. Cityview also strives to create a healthy workplace for employees through a health and wellness program, which includes monthly events like a smoothie bar, chair massages, and art therapy.

Los Angeles Federal Credit Union

Honored to be named a 2024
Best Places to Work Company

Employees Enjoy:

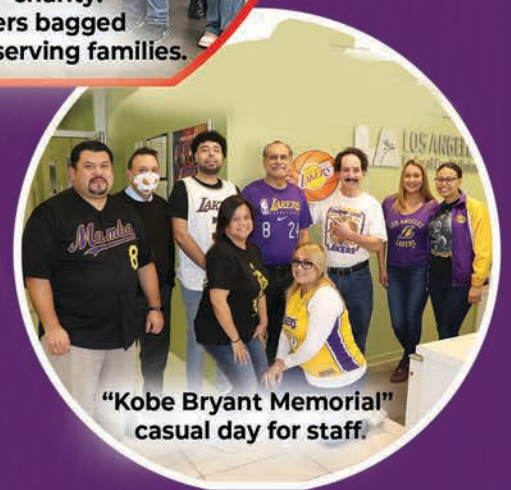
- Casual work attire
- Hybrid work options
- Volunteering & fundraising for charities
- Working at community events
- Medical, dental, vision, & 401k match
- Generous vacation time
- 88 years old, financially-secure company
- Free breakfast & lunch events



"Food Bank" charity:
Staff volunteers bagged vegetables for deserving families.



"December Holiday Breakfast"
included an Ugly/Creative Sweater Contest



"Kobe Bryant Memorial"
casual day for staff.



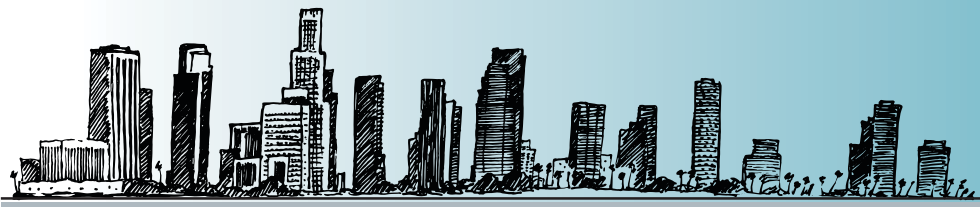
LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024

**LARGE COMPANIES** (250 or more US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	Clayco	claycorp.com	Construction	3,518	Bob Clark, Executive Chairman & Founder	58	Ryan McGuire, Executive Vice-President & Shareholder
2	Roth Staffing Companies	rothstaffing.com	Staffing	627	Adam Roth, CEO	61	Adam Roth, CEO
3	The PENTA Building Group	pentabldggroup.com	Construction	350	John Cannito, President and CEO	80	Paul Dutmer, Vice President, Southern California
4	Pariveda	parivedasolutions.com	Consulting	566	Margaret Rogers, CEO	31	Chad Hahn, Managing Vice President
5	Ryan, LLC	ryan.com	Corporate Tax Advisory Services	2,727	G. Brint Ryan, Chief Executive Officer	41	Mark Nachbar, Principal, National Tax
6	IMA, Inc.	imacorp.com	Insurance (Non-Healthcare)	2,153	Rob Cohen, Chairman & Chief Executive Officer	238	Steve Brockmeyer, California Market President
7	McCarthy Building Companies, Inc.	mccarthy.com	Construction	7,265	Mike Myers, CEO SoPac Region	142	Michael Kim, Los Angeles Office Leader
8	Cresa	cresa.com/los-angeles-ca-downtown	Real Estate/Renting/Leasing	955	Tod Lickerman, Chief Executive Officer	47	Lawson Martin, Managing Principal
9	HNTB Corp	hntb.com	Engineering	6,483	Rob Slimp, PE, Chairman and CEO	220	Michelle Dippel, West Region President
10	Dermavant Sciences, Inc	dermavant.com	Biotech	276	Todd Zavodnic, CEO	43	Todd Zavodnick, CEO
11	HKS Architects, Inc.	hksinc.com	Architecture	1,590	Dan Noble, FAIA, FACHA, LEED AP, Chariman & CEO	89	Scott Hunter, FAIA, LEED AP, Regional Director, Partner
12	Clune Construction	clunec.com	Construction	717	Dave Hall, CEO	104	Randy Starbird, President
13	Transwestern	transwestern.com/location/los-angeles	Real Estate/Renting/Leasing	2,169	Larry Heard, Office Executive Chief	56	Perry Degulis, Executive Managing Director
14	HITT Contracting	hitt.com	Construction	1,644	Kim Roy, CEO	69	Trevor Coffey, Senior Vice President
15	Henderson Engineers	hendersonengineers.com	Engineering	932	Kevin Lewis, CEO & President	25	Ryan Haug, Los Angeles Regional Leader
16	Swinerton	swinerton.com	Construction	4,300	David Callis, CEO	524	David Callis, CEO
17	HED	hed.design	Architecture	373	Tania Van Herle, Principal & CEO	77	Tania Van Herle, Principal & CEO
18	Polsinelli	polsinelli.com	Legal	1,806	Chase Simmons, Chairman & Chief Executive Officer	94	Noel Cohen / Arthel McDaniel, Los Angeles Co-Office Managing Partners
19	Belkin International, Inc.	belkin.com	Technology	392	Steven Malony, CEO	320	Steven Malony, CEO
20	Hanson Bridgett LLP	hansonbridgett.com	Legal	387	Kristina Lawson, Managing Partner	59	Raffi Zerounian, Partner and Los Angeles Market Leader
21	Shawmut Design and Construction	shawmut.com	Construction	900	Les Hiscoe, CEO	75	Greg Skalaski, Executive Vice President, West Region
22	C.W. Driver Companies	cwdriver.com	Construction	304	Pieter Ruig, Co Owner	65	Pieter Ruig, Co Owner
23	Vaco LLC - Los Angeles	vaco.com	Staffing	900	Brian Waller, CEO	44	Stephen P. Smith, Co-Managing Partner
24	W.E. O'Neil Construction Co.	weoneil.com	Construction	541	John E. Flinn, President	221	John E. Finn, President
25	Buchalter, PC	buchalter.com	Legal	784	Adam J. Bass, President & CEO	277	Adam J. Bass, President & CEO



LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024

LARGE COMPANIES (250 or more US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
26	HUB International Insurance Services, Inc.	hubinternational.com	Insurance (non-healthcare)	13,811	Marc Cohen, President & CEO	379	Andrew Forchelli, President LAOC
27	FloQast	floqast.com	Technology	588	Michael Whitmire, CEO	237	Michael Whitmire, CEO
28	Suffolk	suffolk.com	Construction	800	James Stanley, Executive Vice President	68	
29	Perkins Coie LLP	perkinscoie.com	Legal	2,456	William Malley, Firm Managing Partner	108	George Colindres, Office Managing Partner
30	RSM US LLP - Los Angeles	rsmus.com	Accounting	18,266	Brian Becker, Managing Partner & CEO	330	Leslie Stackpole, Office Leader
31	Centerfield	centerfield.com	Advertising/Marketing/PR	682	Kris Barton, CEO	159	Kris Barton, CEO
32	Decron Properties	decron.com	Real Estate/Renting/Leasing	305	David Nagel, CEO & President	164	David Nagel, CEO & President

Buchalter

A FULL-SERVICE BUSINESS LAW FIRM

PROUDLY RECOGNIZED BY
LOS ANGELES BUSINESS JOURNAL
BEST PLACES TO WORK 2024

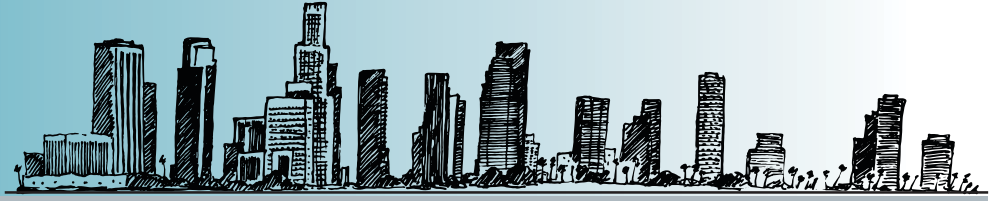


www.buchalter.com

ARIZONA | CALIFORNIA | COLORADO | OREGON | TENNESSEE | UTAH | WASHINGTON



LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024



LARGE COMPANIES (250 or more US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
33	Alston & Bird	alston.com	Legal	1,627	Richard Hays, Managing Partner	152	Jeff Rosenfeld, Partner in Charge, Los Angeles
34	Hensel Phelps	henselphelps.com	Construction	4,939	Michael Choutka, CEO	304	Damian Buessing, Regional Vice President
35	Marsh McLennan Agency	marshmma.com	Insurance (non-healthcare)	10,627	Chris Williams, CEO West Region, Principal	323	Chris Williams, CEO West Region, Principal
36	Build Group	buildgc.com	Construction	340	Andrew Clark, Division President	62	Andrew Clark, Division President
37	Panda Restaurant Group, Inc.	pandarg.com	Hospitality/Restaurants	48,663	Andrew & Peggy Cherng, Co-Founder, Co-Chair, Co-CEO	4,845	David Wang, Zone Vice President of Operations
38	Slalom, Inc.	slalom.com	Consulting	9,091	Brad Jackson, CEO	208	Karl Mehu, General Manager
39	Hilton Los Angeles/Universal City	hilton.com/en/hotels/buruchf-hilton-los-angeles-universal-city	Hospitality/Restaurants	402	Yohany Lamas Castro, VP of Human Resources	350	Mark Davis, President / CEO
40	Hirsch Pipe & Supply	hirsch.com	Wholesale Plumbing	431	Bill Glockner, President / CEO	218	Doug Evans, Executive Vice President / COO



Decron is honored to be recognized for Best Places to Work in Los Angeles.

Thank you to all our employees for making Decron a great place to work! Together we are Decron Strong!



INTEGRITY



COMMUNITY



JOY



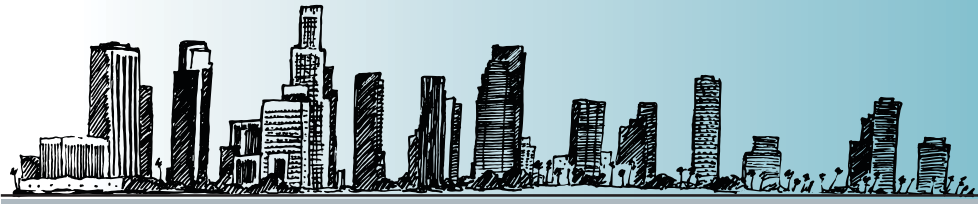
PRIDE



PERSONAL RESPONSIBILITY



CONTINUOUS GROWTH



LOS ANGELES BUSINESS JOURNAL

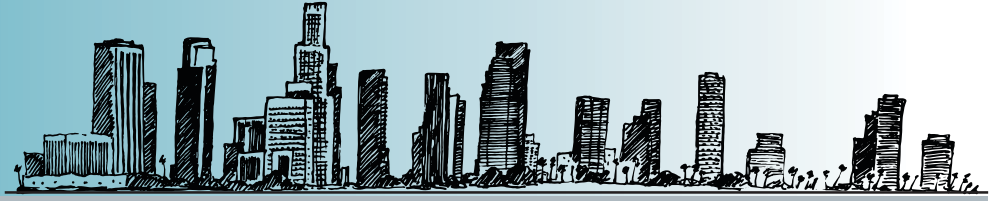
BEST

Places to Work 2024

MEDIUM COMPANIES (50 - 249 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	BAMKO	bamko.net	Advertising/Marketing/PR	51	Jake Himelstein, President	51	Jake Himelstein, President
2	Howard Building Corporation	howardbuilding.com	Construction	149	Mark Fuller, CEO	47	Mark Fuller, CEO
3	Rising Realty Partners	risingrp.com	Real Estate/Renting/Leasing	52	Christopher Rising, Co-Founder & CEO	52	Christopher Rising, Co-Founder & CEO
4	Northwestern Mutual - West Los Angeles	northwesternmutual.com/office/ca/los-angeles/20692063	Finance	58	Juan Baron, CFP®, CLU®, ChFC®, Managing Partner	58	Juan Baron, CFP®, CLU®, ChFC®, Managing Partner
5	Northwestern Mutual Manhattan Beach	northwesternmutual.com/office/ca/los-angeles/87746613	Finance	62	Josh Johnston, Managing Director	62	Michelle Dixon, Director of District Operations & Development Specialist
6	Balaciano Group	balaciano.com	Real Estate Development and Property Management	64	Shawn Evenhaim, Founder and Chief Executive Officer	64	Shawn Evenhaim, Founder and Chief Executive Officer
7	Golden Star Technology Inc.	gstinc.com	Technology	140	Yueh-Chin (Alice) Wang, Owner	122	Dennis Wang, CEO
8	Morley Builders	morleybuilders.com	Construction	152	Charles Muttillio, President	152	Charles Muttillio, President
9	PBS Engineers, Inc.	pbsengineers.com	Engineering	106	Kunal G Shah, President / CEO	89	Kunal G Shah, President / CEO
10	Signature Travel Network	signaturetravelnetwork.com	Business Services	88	Alex Sharpe, CEO	88	Robert Martinez, VP of Finance
11	Automus Consulting, Inc.	automus.com	Technology	60	David Binkley, CEO	60	David Binkley, CEO
12	Whittier Trust Company	whittiertrust.com	Finance	234	David A. Dahl, CEO & President	119	David A. Dahl, CEO & President
13	BNBuilders	bnbuilders.com	Construction	103	Brad Bastian, President	103	Jim Charpentier, Business Development Director
14	Nourmand & Associates	nourmand.com	Real Estate/Renting/Leasing	204	Michael Nourmand, President	204	Michael Nourmand, President

LOS ANGELES BUSINESS JOURNAL
BEST
 Places to Work 2024



MEDIUM COMPANIES (50 - 249 US employees)

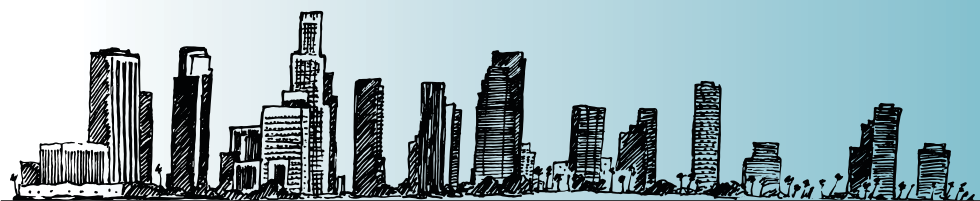
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
15	Goetzman Group	goetzmangroup.com	Consulting	56	Greg Goetzman, CEO & Founder	56	Greg Goetzman, CEO & Founder
16	Giroux Glass, Inc.	girouxglass.com	Construction	127	Nataline Lomedico, CEO and President	50	Nataline Lomedico, CEO and President
17	Greenberg Glusker LLP	greenbergglusker.com	Legal	200	Bob Baradaran, Managing Partner	200	Bob Baradaran, Managing Partner
18	DISQO	disqo.com	Technology	192	Armen Adjemian, CEO	58	
19	Windes	windes.com	Accounting	235	Sean McFerson, President / Managing Partner	83	Sean McFerson, President / Managing Partner
20	Paramount Global Inc.	paramountglobal.com	Transportation/Distribution	92	Jay Gamble, President	92	Jay Gamble, President
21	Michelman & Robinson, LLP	mrlp.com	Legal	135	Sanford Michelman, Chairman	63	Dana Kravetz, Firm Managing Partner



Proud to build

At Suffolk, we believe that when caring, ambitious people come together, anything is possible. We're honored to be recognized as a Best Place to Work in Los Angeles and to help curious, innovative builders achieve their career dreams.

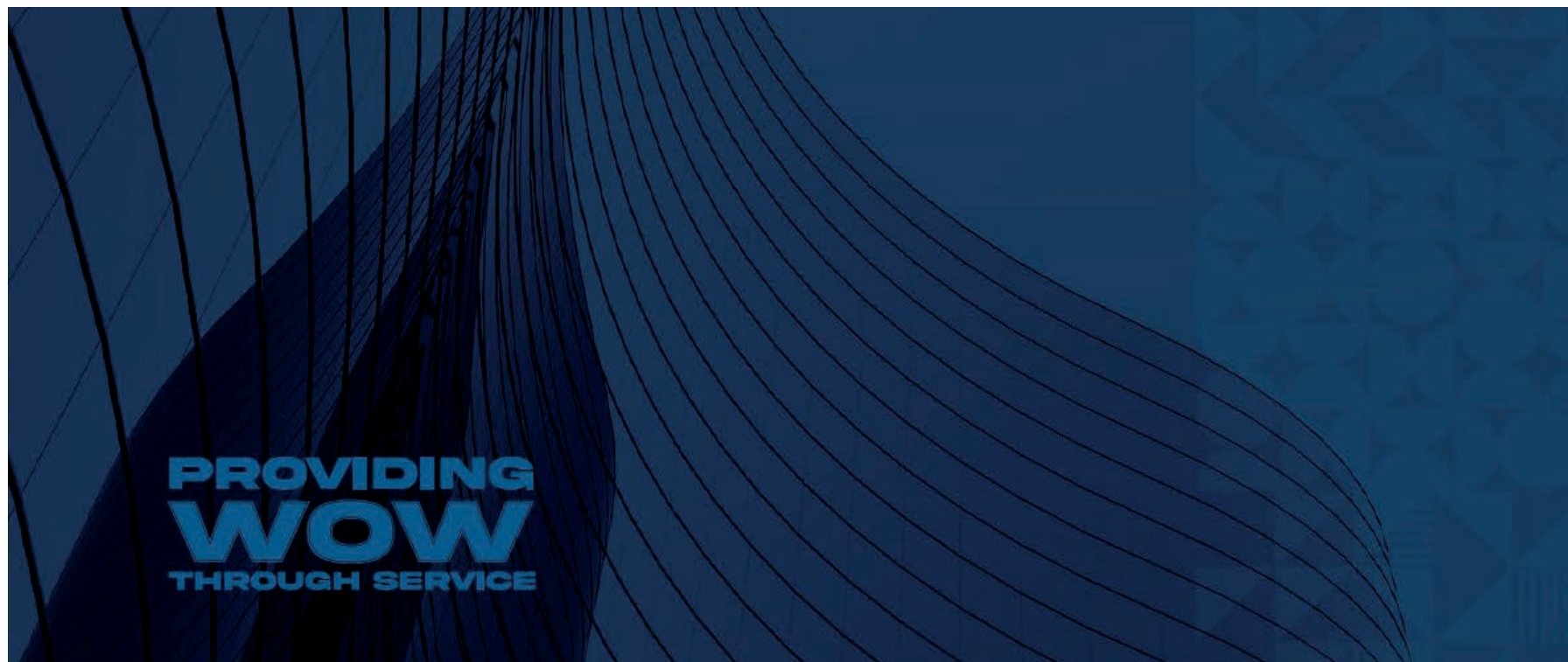




LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024

MEDIUM COMPANIES (50 - 249 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
22	PragerU	prageru.com/join	Non-Profit	147	Marissa Streit, Chief Executive Officer (CEO)	147	Marissa Streit, Chief Executive Officer
23	Cydcor	cydcor.com	Business Services	150	Vera Quinn, CEO & President	150	Vera Quinn, CEO & President
24	Los Angeles Federal Credit Union	lafcu.org	Banking	173		173	Richard Lie, President / CEO
25	TicketManager	ticketmanager.com	Technology	82	Tony Knopp, CEO	41	Tony Knopp, CEOw
26	Century Group	century-group.com	Staffing	68	Ron Proul, CEO	45	Ron Proul, CEO
27	Jeffer Mangels Butler & Mitchell LLP	jmbm.com	Legal	217	Bruce P. Jeffer, Founding and Managing Partner	160	Bruce P. Jeffer, Founding and Managing Partner
28	Health Advocates Network, dba Staff Today	hanstaff.com	Staffing	127	Kevin Little, CEO	27	Paul Mwangi, President



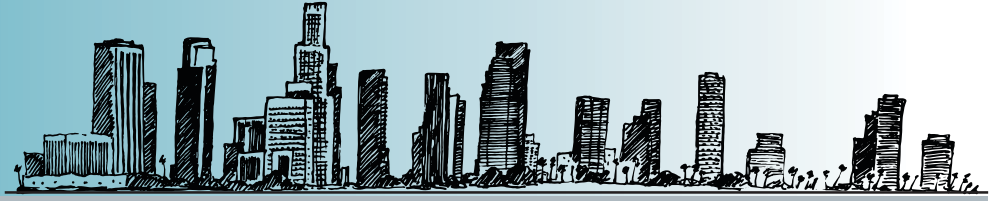
MECHANICAL ELECTRICAL PLUMBING | CONSULTING ENGINEERS

www.pbsengineers.com

PBS Engineers is proud to be recognized as one of the Best Places to Work by the Los Angeles Business Journal! Our EPIC culture fosters professional growth, diversity, and a sense of belonging. We strive to WOW with our innovative projects and impactful community initiatives. PBS Engineers is a workplace where excellence and inspiration come together!

pbsengineers.com

LOS ANGELES BUSINESS JOURNAL
BEST
 Places to Work 2024



SMALL COMPANIES (15 - 49 US employees)

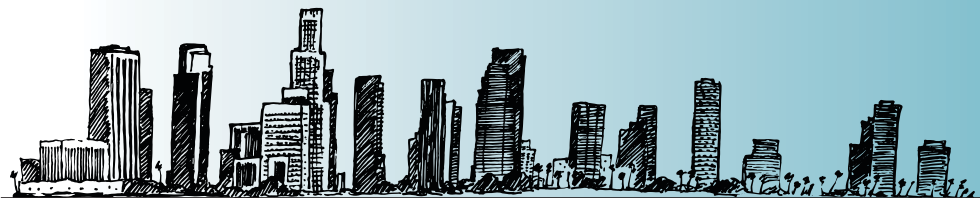
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	Montage Insurance Solutions	montageinsurance.com	Insurance (Healthcare)	23	Danone Simpson, CEO	23	Danone Simpson, CEO
2	BLAZE PR	blazepr.com	Advertising/Marketing/PR	18	John Davies, CEO	18	Matt Kovacs, President
3	VHA	vhacorp.com	Wholesale Distribution	36	Vincent Huang, President	25	Vincent Huang, President
4	MK Partners	mkpartners.com	Technology	22	Matt Kaufman, CEO	22	Matt Kaufman, CEO
5	Murphy O'Brien, Inc.	murphyobrien.com	Advertising/Marketing/PR	31	Karen Murphy O'Brien, Founder & CEO	17	Karen Murphy O'Brien, Founder & CEO
6	Smarty	joinsmarty.com	Technology	20	Vipin Porwal, CEO	19	Vipin Porwal, CEO, Founder
7	Universal Metro	universalmetro.com	Construction	37	Dave Triepke, CEO & President	37	Dave Triepke, CEO / CFO



**Proud to be Selected as a 2024
 L.A. Business Journal Best Workplace**

We are honored to have been selected as one of the best places to work in Los Angeles County. For over 90 years and with 28 locations, our incredible employees and their commitment to excellence have been the foundation of our business.

On behalf of all of us at Hirsch Pipe & Supply, Thank You!



LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024

SMALL COMPANIES (15 - 49 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
8	gish SEIDEN LLP	gishseiden.com	Accounting	40	Maureen O'Gara Adford, Managing Partner	40	Carolyn Hansen, COO
9	LBW Insurance and Financial Services	lbwinsurance.com	Insurance (Non-Healthcare)	40	Mitzi S. Like, President / CEO	40	Mitzi S. Like, President / CEO
10	Ad.net	ad.net	Technology	49	Jon Waterman, CEO	49	Jon Waterman, CEO
11	Structural Focus, Inc.	structuralfocus.com	Engineering	25	Russell Kehl, S.E., President & Principal	25	Wayne Chang, S.E., Vice President, Principal, CFO
12	C&R	candrpr.com	Advertising/Marketing/PR	24	Dana Roberts, Chairman / Chief Executive Officer	16	Dana Roberts, Chairman / Chief Executive Officer
13	Infrastructure Factor Consulting, Inc.	ifactor.com	Engineering	28	Brittany Dianat, CEO	28	Brittany Dianat, CEO
14	HOA Organizers, Inc.	hoaorganizers.com	Real Estate/Renting/Leasing	44	Neda Nehouray, CEO	42	

MORLEY BUILDERS

BUILDING A BETTER FUTURE

75+
Years of Construction Excellence

100%
Employee Owned

www.morleybuilders.com



2024 Best Places to Work!

LOS ANGELES BUSINESS JOURNAL
BEST
Places to Work 2024



SMALL COMPANIES (15 - 49 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
15	Integrare Group	integrare.la	Construction	36	Noyan Uras, Founder and CEO	36	Noyan Uras, Founder and CEO
16	Pegnato Roof Intelligence Network	pegnato.com	Consulting	22	Maryella Pegnato, Co-CEO	19	Maryella Pegnato, Co-CEO
17	Lee Andrews Group	leeandrewsgroup.com	Advertising/Marketing/PR	27	Stephanie Graves, CEO	27	Stephanie Graves, CEO
18	Jubilee Media	jubileemedia.com	Arts/Entertainment/Media	31	Jason Y Lee, CEO	31	
19	OFFICEUNTITLED	officeuntitled.com	Architecture	40	Benjamin Anderson, Shawn Gehle, Lindsay Green, Christian Robert, Principals / Co-Founders	34	Benjamin Anderson, Shawn Gehle, Lindsay Green, Christian Robert, Principals / Co - Founders
20	Cityview	cityview.com	Real Estate/Renting/Leasing	39	Sean Burton, CEO	37	Sean Burton, CEO



MONTAGE™
INSURANCE SOLUTIONS

Together We're Stronger

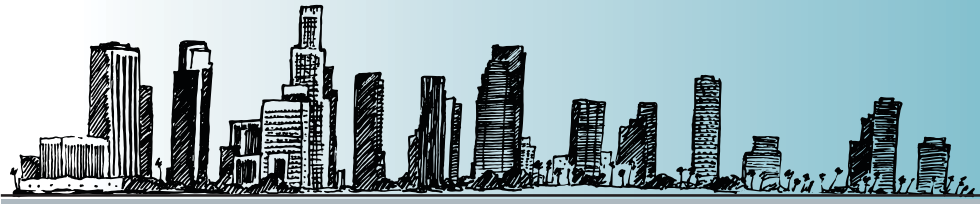
“Montage is proud to be a Diverse and Inclusive Small Business Insurance Brokerage in Los Angeles ...

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

*Danone Simpson,
CEO
Montage Insurance Solutions*



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



The Keys to Successfully Appealing to Gen Z Employee Candidates

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

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

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

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

geopolitical turmoil, and deep societal unrest.

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

1. Reevaluate starting salaries and increase pay transparency.

- Gen Zers readily share salary information with one another both via social media and in person.
- Gen Zers view adequate compensation as a matter of both respect and equity.

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

- For knowledge workers, this can mean the opportunity to work remotely at least some of the time.
- For hourly workers, it can mean having some say in the shifts assigned to them and knowing their shifts well in advance so that they can plan for personal commitments.

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

- In the wake of the Great Resignation, many Gen Zers noted that a lack of growth opportunities would be a reason to leave a job.
- Employees and managers should work together to create personalized career pathing

plans and transparently discuss growth opportunities, both within the company and externally.

4. Establish how each job contributes toward career advancement and how roles and responsibilities will evolve in the future.

- Offer workers opportunities and resources to develop skills that are not only relevant to their desired career advancement, but also support long-term employability in a shifting work landscape.

- Assign workers to projects that align with their professional interests and provide stretch assignments.

- Encourage workers to take risks by creating a failure-tolerant culture: analyze failures and celebrate small successes.

- Employers should also create opportunities for workers to network with senior staff, shadow high-level projects, and tackle independent projects.

5. Develop a culture of safety and wellness that genuinely supports employees while on the job and respects their boundaries beyond the workplace.

- Gen Zers want their employers to help support their physical and psychological safety and

their pursuit of mental and physical wellness.

- For workers in customer-facing roles, this can mean support when faced with customer hostility, which has increased significantly since the onset of the pandemic.

- Survey employees' well-being to ascertain mental health wellness and seek feedback on established policies and benefits.

6. Ensure leaders are living the organization's values in how they communicate with and treat employees.

- Organizational mission, values, and purpose are high priorities when choosing an employer for many Gen Zers, and many said they would leave a job if their employer's values did not align with their own.

- Leaders and managers need to set expectations and help their employees understand the organizational impact and importance of the work they do.

- Allowing Gen Zers to take ownership of their tasks and giving them autonomy to make decisions will also help them feel invested in the outcome of their work.

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

Our culture and occupier focused platform continues to attract top talent in the region. We are thrilled to welcome **David, Matt and Shawn** to our growing Los Angeles team.



David Callahan
Principal



Matt Perrigue
Senior Vice President



Shawn Sala
Principal

Cresa
555 South Flower Street, Suite 4650
Los Angeles, CA 90071
213.683.1500 | www.cresa.com

LOS ANGELES BUSINESS JOURNAL
BEST
 Places to Work 2024



Inclusion is the Key to Retaining Women in the Workplace

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

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

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

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

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

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

‘It is critical for employers to get a deep understanding of their organization’s talent by listening to their stories and incorporating the nuances to increase their feelings of inclusion and, in turn, enabling them to thrive.’

by advancing gender equity.

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

of women employees.

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

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

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

MCCARTHY

SOARING TO NEW HEIGHTS WITH THE BEST PARTNERS IN Los Angeles

PEGNATO
 ROOF INTELLIGENCE NETWORK™

800.370.8976
www.pegnato.com

The PRIN Roof Asset Management Platform

- We’ve built the PRIN platform to give you control and to utilize data to help you wrap your hands around your entire roof portfolio via inspections, leak service, and project management.
- The PRIN Platform connects managers of large commercial roof portfolios with local master roofing contractors and roofing materials manufacturers.
- The platform oversees the quality of contractor work, project manages all services, coordinates warranties with manufacturers, data warehouses work performed and settles payment on all transactions.
- Facility managers have online access to a dashboard of data on all roofs and work performed. The platform provides 100% transparency.

PEGNATO ROOF INTELLIGENCE NETWORK (PRIN)

NATIONAL ACCOUNTS
 Roof Portfolio Facility Managers

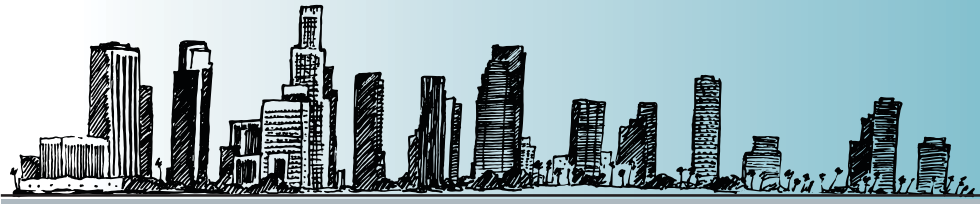
LOCAL ROOFING CONTRACTORS
 NATIONAL MANUFACTURERS
 Best of the Best—National Coverage

PRIN PLATFORM
 Exchange of Services, Data & Feedback

100% 121

100% 89

BE ON TOP OF YOUR ROOFS™



LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2024

Businesses Succeed Overall when Gender Diversity is in Place

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

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

Among the key findings from the analysis:

- Companies that grant a higher percent-

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

age of promotions to women generate more favorable employee views, especially opinions of senior leadership. The advantages are most apparent when at least one-third of promotions go to women.

- Companies with more women among their most-compensated staff have more favorable employee attitudes, especially for opinions of career development. The advantages are most apparent when at least one-third of women are among the top 10% highest compensated executives.

- Offering family-supporting and health-enriching benefits, such as adoption assistance and women's health education, are

linked with more favorable views of work/life balance and the ability to manage workloads.

"We are seeing more and more companies making gender diversity and equality a top priority, and rightfully so," said Laura Sejen, managing director, human capital and benefits, Willis Towers Watson. "As our analysis shows, even small steps can make a difference. Companies that are making a push toward gender diversity are experiencing a meaningful and positive impact on employee attitudes toward leadership, career development and other aspects of the workplace."

"The results from this study echo what we

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

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

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

For more information on Bloomberg or the Gender-Equality Index, visit bloomberg.com or bloomberg.com/gei.

LOS ANGELES | IRVINE | SAN FRANCISCO | DALLAS | HOUSTON | CHICAGO | NEW YORK

M | R MICHELMAN & ROBINSON, LLP
ATTORNEYS AT LAW

**THE BEST
PLACE TO
WORK**

Extraordinary people doing extraordinary work on behalf of extraordinary clients

mrlip.com