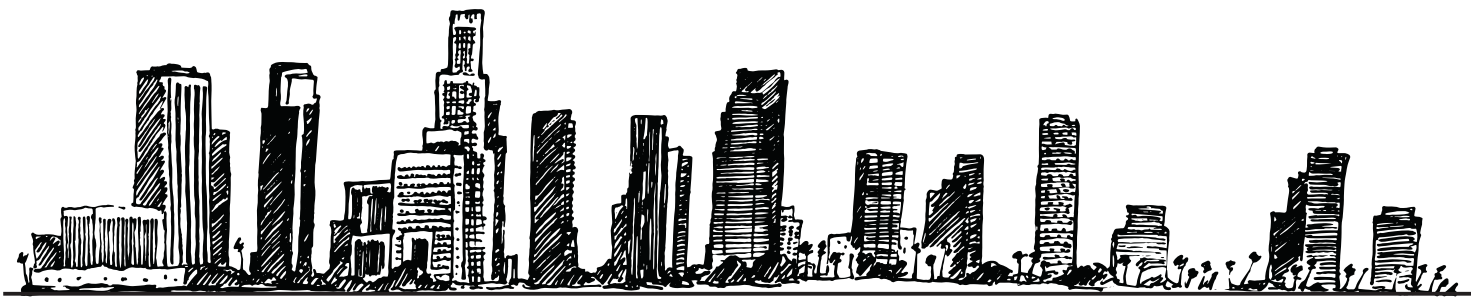


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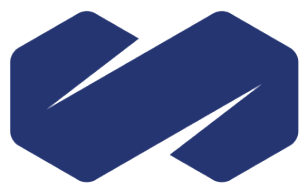
LOS ANGELES BUSINESS JOURNAL

# BEST

## Places to Work 2022

HONORING THE TOP 100 COMPANIES SETTING TRENDS  
AND REDEFINING THE EMPLOYEE EXPERIENCE

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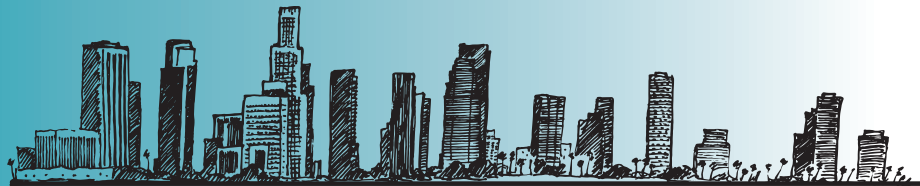
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# BEST

Places to Work



## The Best Places to Work in Los Angeles 2022: A Look at the Winners

The 16th annual “Best Places to Work in Los Angeles” awards celebration this year was hosted by the Los Angeles Business Journal as a virtual event on August 11th at 2pm.

As always, our annual list of 100 “Best Places to Work” companies comes from top local employers that participated in a detailed survey conducted by 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 also highlighted by an engaging panel of four experts – each from high-ranking best places to work companies from last year. In a spirited and informative discussion, the panelists shared how companies manage to build and maintain a strong company culture, how the needs of employees have changed, how mental health has become a priority and the importance of diversity, equity and inclusion.

Our esteemed panelists are listed below along with some of their remarks from the event.



Abigail Horne  
*Director, Talent Acquisition*  
Mission Cloud Services

“Culture is everything; how we work to grow and maintain that culture is powered by our team's feedback. And we're not afraid to try new things to support our people.”



Stacy Hubbard  
*Principal, Associate Managing Director, Los Angeles*  
Marsh & McLennan Insurance Agency LLC

“The needs of our workforce have changed drastically. In order to care for and motivate our teams, employee benefit programs must meet people where they are... prioritizing mental health, DE&I and flexibility.”



George Pentaris  
*Market Vice President*  
Roth Staffing Companies

“Roth Staffing takes great pride in making life better for the people we serve – and that applies not only to our customers and candidates but to our own coworkers.”



Danone Simpson  
*CEO*  
Montage Insurance Solutions

“2022 is forcing us to look beyond anything ever imaginable. Creativity helps us expand into this new horizon of leadership, creating efficiencies. With transparency, we must strategize together, enthusiastically shaping our future in these introspective times.”

To view highlights from the digital event, visit [labusinessjournal.com/events/bptw](https://labusinessjournal.com/events/bptw)



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*Employee nominated for 8 years in a row and proud sponsor!*

*"I wanted to take a moment and thank Montage and your team for the quality of service you continue to provide. We sincerely appreciate your efficient, gracious customer service, the level of detail and accountability you and your team have demonstrated on each on-going project, and the way you conduct business as a whole."*

*HR Director, Non-Profit*

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# BEST

## Places to Work



# The Best Places to Work in Los Angeles 2022: The Methodology Behind 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 (WRG), Harrisburg, PA. WRG, 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. WRG manages 39 similar programs in other cities, states and industries, as well as managing programs in Canada, Morocco and the UK.

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

WRG's workplace assessment experts determined who was good enough to make the list and where they ranked.

While the survey process and evaluation was free, many participating companies opted to purchase the full WRG Employee Feedback Report which include a comprehensive summary of the employee feedback. The report also included the employee written comments and the Los Angeles Benchmark Reports. This report will help each company understand their workforce better and equip them with the information to make their workplace even better.

Visit [BestPlacesToWorkLA.com](https://BestPlacesToWorkLA.com) for more information or call Workforce Research Group toll free at (877) 455-2159.

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



### ROTH STAFFING COMPANIES, L.P.

Roth Staffing is one of the largest privately-held staffing companies in the country, operating from more than 100 locations nationwide. Its primary business is providing staffing, recruiting and workforce management services. Roth Staffing is made up of five specialized business lines: Ultimate Staffing for office and administrative positions; Ledgent Finance & Accounting; Adams & Martin Group for legal staffing and attorney search; Ledgent Technology; and About Talent for workforce solutions. Roth Staffing's mission, vision and values, purpose and promise (MVVPP) and guiding principles are ingrained in everything it does. These philosophies are not just rhetoric but are a part of the company's daily conversations and actions. In fact, the customers, Ambassadors (Roth Staffing's term for the temporary employees it places on assignment), and coworkers all agree that its company culture is a fundamental reason why they chose to work with the organization.

As a culture-focused organization, Roth Staffing is passionate to fulfill their purpose to make life better for the people it serves. Roth Staffing supports its coworkers through flexible work options including 9/80 schedules and 100% work-from-home, hybrid or in-office options. The company provides paid volunteer hours, rest, relaxation and diversity and inclusion awareness days, paid fitness and mental health apps and encourages monthly fun teamwide challenges and activities. Not to mention scholarships for dependents, generous bonus and recognition programs including an annual trip for two to Hawaii for top achievers.



### FLOQAST, INC.

FloQast is the leader in accounting workflow automation, created by accountants for accountants. The company's cloud-based, AI-enhanced software is trusted by more than 1,500 accounting teams, including those at Snowflake, Twilio, Instacart, Zoom, and The Golden State Warriors. In July 2021, FloQast raised a \$110 million Series D at a \$1.2 billion valuation — and it is still growing! Together, the FloQast team is building a better life for accountants. It is shifting the perception of accounting and building a welcoming, robust community together. The company helps accountants substantially influence and shape their organizations while it gives them peace of mind and time back to focus on their personal lives.

FloQast's values are defined and driven by employees, and it is focused on creating and maintaining a fabulous culture of support and success for everyone. FloQast evaluates its employees on the core values: unwaveringly authentic, ambitious with integrity, empowered to grow, committed to collaboration, and customer-obsessed in all ways. The company believes these values represent its culture of cultivating a smart, innovative, collaborative and professional environment for all employees. Each employee exemplifies the values, making FloQast an exciting and vibrant place to work. The company has a great track record of promoting internally and opening up new roles and initiatives for its employees to get exposure to and level up their skills in their careers. FloQast has also developed an exciting and fun culture where employees genuinely love working with one another.



### HKS ARCHITECTS, INC.

Since 1939, HKS Architects has completed projects in more than 1,500 countries. The firm operates from 25 worldwide offices and employs more than 1,400 people. Employees appreciate the relaxed office environment and being part of the one-firm philosophy, were all offices work as a team sharing resources and project successes. As designers of some of the largest and most exciting projects in LA County including SoFi Stadium, it's always a fun, creative and high-performing atmosphere to work in.

Employees at HKS love that they feel part of the community through company-sponsored charity events all year long. Practicing its concept of 'Responsible Design,' every employee embraces the desire to not only deliver sustainable and healthy project solutions to clients, but that they embody those practices in each of their own offices with healthy work/life balance. HKS offers numerous benefits and perks for staying at the company, including Tenure Awards which include bonuses; paid memberships to professional organizations; paid conference registrations and continuing education opportunities; and celebrated end-of-year bonuses. HKS also offers a flexible hybrid workstyle so employees can choose the location and workstyle that best suits them and their work. Character, relationships and purpose are HKS' values, and the firm strives to embrace them in everything it does. The buildings it creates – hospitals, hotels, stadiums, office buildings, universities – are built with evidence-based research conducted by its teams. HKS' work is forward-thinking and progressive.

### 4. PARIVEDA

Pariveda's business was founded on the idea of aligning its purpose of developing each of its team members with the mission of its clients, helping both achieve lasting success. The firm recruits naturally curious problem solvers who challenge convention and look beyond the problem at hand to address the larger picture. At Pariveda's core, it desires 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, invested in helping clients fulfill their mission.

### 5. RYAN, LLC

Corporate tax advisory firm Ryan's leadership demonstrates its commitment to creating, executing, and promoting innovative policies to create a more engaged workforce and supports its employees as they balance work and family responsibilities. Employees love their company's myRyan flexible workplace environment. The flexible, results-orientated workplace program empowers team members to achieve work/life success. Team members are free to work where and when they choose, focused on results, and able to handle responsibilities tied to all aspects of their lives. Ryan's values and culture resonate with employees. A robust array of programs and benefits support Ryan team members as they work towards professional and personal success.

### 6. EDELMAN

Edelman, a global, independent, communications firm, hires smart, passionate, empathetic, curious people, and give them the training, tools and support they need to flourish. In addition to medical, 401k, generous PTO, parental & family leave, child and pet adoption assistance programs and more, we have formal leadership and development programs and practice balance between our work and personal time. To encourage balance, Edelman offers flexible work time, telecommuting, implemented no internal meetings every other Friday and early close Friday year-round. The team created "House Rules" to establish boundaries and respect for themselves and each other.

# Proud to be recognized again by Los Angeles Business Journal as one of the Best Places to Work!



We love to create remarkable experiences... every person, every time.®

When you work with Roth Staffing – as a job seeker, customer, or as part of our team – you'll soon discover why we're different. Not only do we provide the very best staffing service and hiring expertise, but we do it with a passion for making a positive difference in people's lives.

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[rothstaffing.com](http://rothstaffing.com)

# BEST

## Places to Work



### 7. CRESA

As the world's largest occupier-focused commercial real estate advisory firm, Cresa is uniquely suited to act as an unbiased advocate on all real estate transactions. Its experts manage the process from strategic planning through final negotiations, providing real estate solutions that support clients' business goals. Employees say that working at Cresa is like being in a big family that is very supportive, collaborative, and connected. The people actually trust each other and enjoy working together. The organization is also supportive of those with family priorities while providing flexibility regarding how and where everyone works.

### 8. WEST MONROE

Professional services firms are typically not synonymous with "people first" cultures. But "people first" is a core value at West Monroe. The team members bring their whole selves to work. They know they are not just consultants, they are hot-sauce enthusiasts or rock-climbers. The company's Chiefs Program allows employees to create a Chief "Something" Officer outside of their daily roles and budgets \$1 million per year. Its Day of Service allows employees to help community organizations and its Fischer Fellowship supports employees in taking a leave of absence for a long-term volunteer engagement.

### 9. BUCHALTER

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

### 10. MARSH McLENNAN AGENCY

Marsh McLennan's executive leadership believes that its employees are by far its greatest asset, and by listening to their direct feedback and taking action to better support them through company programs and offerings, the agency is bettering its business and ability to serve its clients. Additionally, more than ever, the team at Marsh McLennan recognizes the need to be agile, flexible, communicative and empathetic to its colleagues. The agency has broken the mold of a traditional, often "old-school" industry to meet its employees where they need their workplace – whether in terms of work flexibility, technology, or personal needs.

### 11. VACO LLC

Vaco provides boutique level service with global reach in the areas of consulting, consultative project resources, executive search, permanent placement, and strategic staffing. Since its founding in 2002, Vaco has grown to serve over 40 markets across the globe, 9,800 employees and \$700 million in revenue. Vaco offers its employees a long term career path with unmatched flexibility/work life balance. Its employees are passionate

and committed. The company also makes a difference in its communities and is devoted to helping business find talent and people find their next career. The team love what it does and has fun while they do it.

### 12. P2S INC.

Professional consulting firm P2S maintains a strong commitment to staff, clients and the wider communities it is a part of. While almost all of its in-person employee wellness and lifestyle events could not occur during the ongoing pandemic, P2S ensured staff well-being and morale through other means. Productivity has actually increased through the two years of COVID and remote working. To prevent burnout, leadership enacted protocols to establish clear boundaries to prevent work from merging with the lives of staff. Through it all, employee wellness continued to be a guiding principle.

### 13. MATTHEWS REAL ESTATE INVESTMENT SERVICES

Defined by a culture of innovation and collaboration, commercial real estate brokerage firm Matthews' clients experience an unparalleled level of service and execution. The company redefines the brokerage experience by providing world-class knowledge and specialized services based on investment type, region, and demographic. Matthews' advisors specialize in individual investments by studying market trends and analyzing data to provide the highest level of service. Matthews delivers the strategy, focus, passion, and intent to execute business plans at the highest possible level. Plus, Matthews promotes from within, encouraging professionals to want to stay long term.

### 14. C.W. DRIVER COMPANIES

C.W. Driver Companies understands that its people are its biggest differentiator. They are the reason why our clients and partners choose to work with us over and over again. As a firm, it makes a conscious effort to invest in its people to demonstrate appreciation for their contributions to the company's success. From company-paid health coverage and family picnics to specialized career development programs and community outreach events, C.W. Driver lets its people know their efforts are recognized. One of the ways it rewards its employees is by offering comprehensive, high-quality benefits at no cost to employees.

### 15. CBIZ MHM, LLC

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

### 16. W.E. O'NEIL CONSTRUCTION CO.

W.E. O'Neil is not only a company for its people, it is also a philanthropic organization

that touches the lives of others in the community. Being a 100% employee owned company, team members feel like they are a part of something bigger than themselves. Everyone has a seat on the bus and knows that with teamwork and collaboration, they all succeed. Employees appreciate the forthright leadership style and the open-door policy. Leadership has incorporated the motto of building great relationships throughout the organization, and it filters into the day-to-day lives of its employee-owners, clients, and trade partners.

### 17. PROTIVITI

Global consulting firm Protiviti offers a rewarding workplace where employees can make a positive impact through their client consulting projects. Employees receive mentoring, job training, a paid sabbatical program and generous tuition reimbursement. The firm also provides an incentive compensation plan; 401k with company match; recognition for stellar performance and employee referral bonuses. Through its iCare program, including its award-winning 'i on Hunger' initiative which to date has provided more than 12 million meals for the hungry around the world, employees are able to help and support both global and local communities.

### 18. MCCARTHY BUILDING COMPANIES, INC.

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

### 19. PRODEGE, LLC

Cutting-edge marketing and consumer insights platform, Prodege has employees that are proud to be part of an organization that truly values each member of the team and is focused on company cohesion. The company places a strong emphasis on the "Prodege Way," a term it has coined for going the extra mile to create rewarding moments every day for its partners, consumers and team. Within the company, it's also important to the staff to incorporate and embody its key values on a daily basis: Give Back, Respect, Own It, Innovate, and Teamwork.

### 20. CLUNE CONSTRUCTION

From its inception, Clune Construction, a national, employee-owned general contractor, has built an environment that fosters and rewards individual achievement as well as develops each employee's individual pride in all of their efforts. Clune's philosophy has always been that if as a company it can focus its attention on creating a bond with every employee, those same employees would in turn play a key role in creating a positive relationship with every client they work with. Clune provides an exceptional benefits package including 100% paid health insurance premiums, with participation in our wellness

program, team-building activities, and work-life balance.

### 21. CARPARTS.COM, INC.

At CarParts.com, the team is passionate about what they do—provide drivers with the parts they need to get from point A to point B with confidence. That mission is ingrained in the company culture, the resources the company provides for employees, the commitment invested in each person's path, and the energy that drives the company as a team. CarParts.com's flexible back-to-office plan has allowed employees a hybrid schedule, giving them the freedom to best utilize their time. The company has restructured its review program to draw a strong link between pay and performance, celebrating employees' unique contributions.

### 22. DISQO

DISQO is a consumer insights platform that offers products that connect insights about what people think and do across brand experiences and consumer journeys. DISQO is also a place that invests in its employees in many ways – from its culture and professional development, to its benefit offerings. DISQO is always asking how it can best support its teams, especially during challenging times like the past few years. One of the ways it successfully navigated these moments was to lean into a workplace approach of flexibility and choice. It is also addressing employee wellness through a generous vacation policy, encouraging time off, and providing a free wellness app subscription.

### 23. SHAWMUT DESIGN AND CONSTRUCTION

Shawmut Design and Construction is a \$1.3 billion national construction management firm with a reputation for completing extremely complex and logistically challenging projects for the most high-profile clients in the industry. Shawmut is also 100% employee-owned, so every employee is vested in the success of the company and is proud to be part of a talent-driven, leading-edge organization. The people-first culture is built on core values—the Shawmut Way—that guide decisions to help drive Shawmut's mission to foster safety and innovation through diversity of people and thought. Shawmut provides an inclusive workplace for all.

### 24. BELKIN INTERNATIONAL, INC.

Since its inception, Belkin has introduced new accessory technologies to the world, launching the first cable that connected an Apple IIc computer to a printer in the 1980s. Today, Belkin remains at the forefront of the accessories market, providing innovative solutions that make modern tech easy to use. This is achieved by a supportive and electric workplace culture that encourages growth and out-of-the-box thinking. Belkin prides itself as a "people-first organization," supporting employees while also challenging teams to think innovatively and grow above and beyond their realized potential. Belkin offers employees many great benefits from medical, dental, to employee referral programs, and education reimbursement.

### 25. AVISON YOUNG

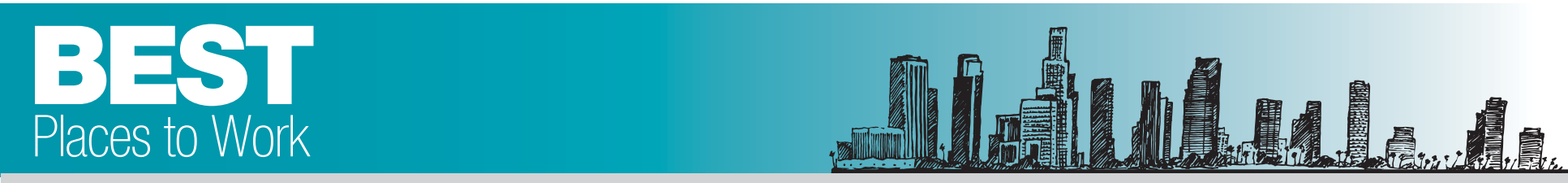
Global real estate advisor Avison Young is a unique engine of collective intelligence – driven by collaboration and global insight;

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MannKind team for  
bringing your passion and  
ingenuity to help those  
living with diabetes and  
orphan lung diseases live  
life to the fullest.





fueled by local market expertise; and equipped with data and the smartest technology. The company translates insight into solutions and advantage. Avison Young believes in the positive impact commercial real estate can make in the lives of people. The team cares about what matters to its clients, communities and each other. The company has a people-first culture – built from day one to be nimble – embracing curiosity, fostering creativity, promoting agile thinking – to achieve greater collective success.

**26. MANNKIND CORPORATION**

MannKind prides itself on being a different kind of biopharma company. It is one that treats people like people, not patients. With our innovative Technosphere inhalation technology, our team of dedicated scientists and medical professionals are developing therapeutic products for people with endocrine and orphan lung diseases to help give them control of their health and live life without limits. MannKind offers an award-winning culture, provides a benefits package that includes a competitive salary and comprehensive benefits, and every employee is eligible for one of the bonus plans and annual equity program.

**27. THE WONDERFUL COMPANY**

For over 40 years, the Wonderful Company has thrived as a privately held \$5 billion company committed to offering high-quality, healthy brands and helping consumers make better choices every day, has thrived. It grows, harvests, bottles, packages, and markets a diverse range of products, including fruits, nuts, flowers, water, wines and juices. Wonderful's focus is not only to be marketing healthy foods through sustainable farming and business practices; it also aims to leave the planet better than it found it and the people - both employees and communities - in positions where they can continually thrive personally and professionally.

**28. BUILD GROUP, INC.**

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

company, with a dynamic people-centric culture that provides employees with the opportunity to grow and take on new challenges while receiving the support needed. The company demonstrates these values in its day to day interactions, whether internally or externally.

**29. EP WEALTH ADVISORS**

EP Wealth Advisors' vision statement is "to be the best wealth management firm in the country, one client and one employee at a time, creating long-lasting and meaningful relationships." The company continually embrace the growing process and pains to help us improve our offerings to clients and employees over the years. As an organization, we cultivate an atmosphere of empowerment. Employees are encouraged to lean on each other, whether for personal finance or the clients. They have an understanding that they can rely on one another for guidance. The company also praises and celebrates employees and departmental milestones.

**30. CENTERFIELD MEDIA**

An omni-channel digital media company that operates as an extension of its clients marketing efforts, Centerfield Media puts its employees first at every opportunity. The company believes in not only making an inclusive environment where employees feel like they belong but where employees have a career path that is robust in learnings and opportunities. Centerfield is constantly evaluating its employee offerings to ensure it is at the forefront of progressive benefits. Employees want to stay at Centerfield because the compensation is competitive, benefit offerings are robust, learning initiatives are best in class and the teams make collaboration easy.

**31. RSM US LLP**

RSM is the leading provider of audit, tax and consulting services to the middle market. The company works to deliver the power of being understood not only to its clients, but also to its people. RSM builds rich, enduring relationships based on a profound understanding of each other's goals and aspirations. The more than 10,000 professionals are as unique and diverse as RSM's clients. Understanding and supporting them as individuals is fundamental to the talent experience and culture at RSM. The company is constantly working to enhance the talent experience by investing in and

implementing new training, tools and resources.

**32. CHILDREN'S BUREAU OF SOUTHERN CALIFORNIA**

Children's Bureau of Southern California provides a service to its employees and the children and families that they serve. The organization excels because its leadership team works tirelessly to ensure that the staff is in the best condition to provide clients with the proper time and attention that they need. Children's Bureau has its employee's best interest in mind. From the beginning starting with the application process, to the last day of employment, it strives for a "best in class" employee experience for all staff. The organizational culture is rooted in diversity, equity, and inclusion, having spent time constructing a diverse culture so that everyone feels welcome.

**33. ALSTON & BIRD**

Alston & Bird is a full-service law firm whose unique culture and dedication to client service and teamwork have been at the foundation of the firm for over a century. The firm develops, assembles and nurtures the strongest and broadest array of legal talent and expertise necessary to meet clients' needs in an ever-changing and fast-paced environment while also fostering a strong work-life balance for employees through internal support networks, virtual social events, and multiple recognition programs. The firm translates the concept of service excellence into its daily goals by treating colleagues as internal clients and embracing consistency, a sense of urgency, and effective communication practices.

**34. HED**

HED maintains diligent efforts to stand behind and live by its four guiding principles: "Advancing Your World," "Critical Thinking," "Integrated Practice," and "Design Excellence." The key ways the four guiding principles are put into practice at the firm are: building on what employees know and making continued advancements into the future; asking and resolving questions with imagination and foresight; sharing ideas and knowledge and engaging in resourceful collaborations; and consistently challenging themselves, and each other, to excel. HED believes that effective workplace programs and policies can help support employees' overall

well-being and nurtures a culture of wellness.

**35. CORGAN**

Corgan is a culture of service-minded architects and designers who seek to elevate the use of space and place to ultimately create sustainable and practical design solutions. Its employees are lovingly called "Corganites." The employee experience is a unique and hard-to-duplicate journey steeped in long-lasting friendships formed both at work and play. Many people describe the Corgan culture as "unique" and it is truly that – Corganites get to experience a workplace and culture that recognizes, supports and includes the "whole human" vantage point and creates benefits and opportunities that align with life's journey.

**36. HENDERSON ENGINEERS**

Henderson Engineers is a national building systems design firm. Our firm provides a wide array of design services — acoustics, architectural lighting, audio-video, broadcast services, code consulting, commissioning, construction management, electrical, engineer-led design-build, fire and life safety, forensics, mechanical, plumbing, refrigeration, retro-commissioning, security, smart building systems, sustainability, and technology — all under one roof. Together with its sister company Henderson Building Solutions, a construction management and commissioning firm, Henderson Engineers is made up of lifelong stewards of the buildings and spaces it creates. The employees at Henderson truly love working together, giving back to their community, and treating each other like family.

**37. MACIAS GINI & O'CONNELL LLP**

MGO is one of the fastest-growing business advisory and CPA firms in the U.S., specializing in turning deep industry experience into visionary solutions. But more than that, it is a place more than 550 team members across 15 offices call home. With a culture that prioritizes transparency, professional development, work-life balance, and quality, MGO puts its team members first while maintaining its elite status. MGO's core values are at the heart of everything it does, with values like "Go Beyond" and "Help First" as motivation. MGO is focused on a commitment to creating a positive work environment; a flexible hybrid work model; and DEI as business imperatives.



**DOES YOUR COMPANY HAVE  
WHAT IT TAKES TO BE A  
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**Nominations for 2023 Best Places to Work Awards will be available soon.  
For updates, visit [labusinessjournal.com/events](https://labusinessjournal.com/events)**

# BEST

## Places to Work



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



### MISSION CLOUD SERVICES

Mission Cloud Services is a leading AWS Premier Tier Services Partner and Cloud Managed Services Provider. Through its dedicated team of expert cloud operations professionals, cloud analysts, and solutions architects, Mission delivers a comprehensive and differentiated suite of agile cloud services designed to help businesses migrate, manage, modernize and optimize their AWS cloud environments, facilitating continuous improvement and delivery across your entire cloud journey.

Mission has a strong organizational culture. Its core values are guiding principles and standards that anchor its character as an organization and define our culture. It relies on its core values to give feedback, recognition and make decisions. This fosters an environment where everyone can contribute their best authentic selves. A diverse, inclusive and people-centered organization, Mission's values form the basis of the team's personal beliefs, and for those around them. They also define the company's potential and help to determine if the team is on the right path and fulfilling goals by creating an unwavering guide. Mission relies on its core values to make decisions, give feedback and recognition, and in evaluating whether potential new team members are aligned with its culture. Mission empowers team members to identify training needs that will help them grow personally and professionally. Depending on their roles, they may be required to take certification exams. Mission provides them with all the training, courses, or classes they need to help them achieve this. Those aspiring for manager roles are also provided training. The company's Talent Development team also work with managers to develop a professional development plan for team members.



### THE PENTA BUILDING GROUP

Outside of being great builders, The PENTA Building Group (PENTA) is a family-oriented commercial general contractor that maintains a very people-centric approach to personnel, clients, and relationships. For

every executive-level company decision, the first thing that is discussed is the effect the decision will have on PENTA personnel and their families. Carrying its focus on people to the field, safety is the number one priority for everyone who steps foot on a PENTA jobsite. Everything the company does on its projects centers around ensuring its people returning home to their families in the same condition they arrived at work each day, and this is engrained in the culture. PENTA also places a strong emphasis on creating an enjoyable work environment, which has historically led to a high level of business success and a very low rate of turnover.

The investment PENTA puts into creating an inclusive environment where employees feel heard and valued, are mentored and given opportunities for growth and development, and where they enjoy coming to work every day is a rare combination. PENTA is also an active supporter of community causes and giving back is ingrained in its culture. Its employees and their families regularly support local nonprofits. There are many facets about working at PENTA that are rewarding. While some are tangible (such as employee benefits and compensation), many rewarding elements are intangible, such as the sense of satisfaction from building great projects and working with people who are more like family than co-workers.



### DERMAVANT SCIENCES INC.

Dermavant Sciences is a clinical-stage biopharmaceutical company dedicated to developing and commercializing innovative therapeutics in immuno-dermatology. Dermavant's focus is to develop therapies that have the potential to address high unmet medical needs while driving greater efficiency in research and clinical development. The company's robust medical dermatology pipeline includes both late-stage and earlier-stage-development product candidates the company believes could address important immuno-dermatological conditions, including psoriasis, atopic dermatitis, vitiligo, primary focal hyperhidrosis, and acne. Dermavant's compassionate pursuit in developing therapies that improve the lives of those suffering from immuno-dermatologic conditions coupled with its values-driven culture has created a positive purposeful culture where people thrive.

Dermavant has built a high-performing environment where it is safe to take chances, think differently, and challenge conventional approaches. Employees are surrounded by people that are compassionate, caring, and committed to the community. They are smart, scientific, and operate with a Swiss-army mentality to solve complex problems. The culture of inclusion means a commitment of

accountability to each other. They love the opportunity to build something special as the company launches game-changing products in an environment where they feel respected. Every employee's birthday and anniversary is celebrated during town halls and a new recognition program provides experiential benefits based on tenure. Dermavant's values of "Heart, Mind and Soul" are demonstrated through the identification and recognition of employees displaying these values in day-to-day activities. The company also partners with the Children's Skin Disease Foundation to support the organization's Camp Wonder and its Christmas Wish program where Dermavant purchases gifts for 75 children each year.

### 4. KARLIN, HIURA & LASOTA, LLP

Karlin, Hiura and LaSota is a California-based law firm focused exclusively on Workers' Compensation defense. Quality is paramount for Karlin, Hiura and LaSota. Its team members are passionate about their work and provide excellent service. Along with competitive salaries and excellent benefits, work-life balance is at the heart of what makes KHL a place where people want to stay. Due to its status as a paperless law firm, it is able to offer flexible schedules and remote work to its staff. In addition, it plans multiple firm events throughout the year in order for the team to get together and establish a family-like culture.

### 5. SABIO HOLDINGS INC.

Sabio Holdings Inc. is an innovative global advertising technology company made up of a team of self-motivated individuals who are experts in their respective fields. United by a common passion for advertising, technology and innovation, the team works tirelessly while having fun and supporting each other along the way. As a nationally-certified Minority Business Enterprise company, Sabio was founded by individuals from diverse socio-economic backgrounds who champion diversity into everything they do. This past year we launched new employee engagement activities, recognition programs and added a number of benefits, including switching to an unlimited personal time off policy.

### 6. NORTHWESTERN MUTUAL - LOS ANGELES

Despite being part of a 160-year-old financial planning company, Northwestern Mutual - Los Angeles is anything but behind the curve. It enjoys a leading-edge free addressing workspace that has positively impacted employee satisfaction and productivity. The organization also focuses on personal and career growth of employees, co-creating actionable plans for advancement within. The company also recognizes that happy employees are successful employees. Special events that encourage relationship-building, collaboration, and wellness are frequently scheduled. Regular public recognition, competitive benefits, career coaching, and strong office culture are just some of the elements that elevate Northwestern Mutual - Los Angeles.

### 7. HOWARD BUILDING CORPORATION

In 2015, HBC became a 100% employee-owned company. Aside from being dedicated in the construction field, they are also dedicated

to working towards a better future—giving back to the community, promoting inclusion in the industry, and building more sustainably. In 2021, Howard built new recruiting relationships that helped to increase the total diversity of its workforce by 10%. It achieved 99.3% pay equity across all roles in 2021. And out of 38 promotions across the company last year, 50% of those were female and minority leaders. Howard also continues to establish partnerships with nonprofit organizations in the larger community.

### 8. BOLTON & COMPANY

Bolton is a full-service insurance broker that handles the employee benefits, property and casualty and risk management needs for thousands of clients across the globe. It is on its way to celebrating a century of service and the company credits its excellent culture as the key to its success. The company's goal is to make a positive impact in the lives of its clients, its industry and the communities where its people work and live. It fosters an environment that provides employees with a great sense of pride and purpose through day-to-day operations as advocates for clients and through an extensive list of fun internal events and celebrations.

### 9. SEEK CAPITAL, LLC

Since its inception, Seek Capital has provided its staff more than simply a career and a paycheck. Seek Capital has continually focused on providing all team members with enhanced skills training and development to help each team member grow to become the best version of themselves. Seek Capital takes great pride in recruiting the best character individuals which creates the environment that attracts other high achievers, hence creating a snowball effect. Its culture is based on three simple management principles; inspire and motivate, train and provide clear expectations and continually hold the team accountable by driving them to success.

### 10. SIGNATURE TRAVEL NETWORK

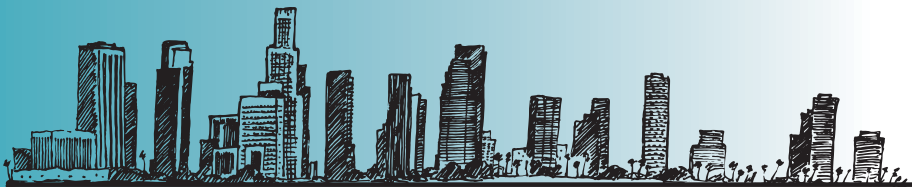
Signature Travel Network is a member-owned, travel cooperative. The network was established in 1956, and today, includes 282 member agencies with 607 retail locations in the United States, Canada, Australia, New Zealand, Mexico and Brazil. Collectively, Signature members generate more than \$7 billion in annual travel sales. Signature's objective is to serve the needs of its members: boutique specialists, internet-based marketers and multi-location agencies, among others. Signature values each and every coworker and actively listens to the needs of the staff. The end result is an engaged workforce and as the organization continues to grow, sees to attract top-notch candidates.

### 11. GOETZMAN GROUP

Goetzman Group offers an intelligent alternative to temp agencies, costly consulting firms, and "Big Four" accounting firms by helping companies in need of assistance in all areas of finance and accounting. Goetzman Group offers multiple growth opportunities to gain wisdom and job experiences in various business environments that are tailored to the consultant's personal skill set, and thereby network with many talented people in the local area. Goetzman Group consultants receive the

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Places to Work



consistent care, benefits, and development of the Goetzman organization to provide the security and stability that is craved in our constantly changing marketplace.

**12. GOLDEN STAR TECHNOLOGY**

GST is a woman-owned minority business that helps clients stay ahead of the technology curve with a wealth of advanced IT and AV solutions. The moment that you walk through GST's lobby, you'll see the company's values painted onto the wall. GST follows the 'ABC' value set - accountability, building connections, and character. Through its 37 year history, GST has consistently engaged its employees through personal development, community service, and team building. Average tenure of a GST employee is over seven years. This stems from GST's investment in culture, leadership, job and soft skills training, standard operating process, frequent communication, and monthly social and community events.

**13. LIQUID IV**

Liquid IV is a 360-degree wellness company created to fuel life's adventures. It attracts top talent by offering a dynamic, mission-driven environment where team members can show up authentically and where they have their potential seen and their strengths leveraged. Liquid IV invests in its employees' long-term success and wellbeing, providing progressive benefits and opportunities to develop and

lead. The goal is to keep its people engaged, emboldened and inspired so they can continue to make the best products, protect the planet and help people live better lives. For example, in 2021, Liquid IV added to its progressive suite of benefits, which it is continuing to build.

**14. BAMKO**

BAMKO is one of the ten largest promotional products companies in the world, providing custom branded merchandise solutions for a great number of Fortune 1000 companies. The company's employees love BAMKO's culture, simply put. BAMKO goes out of its way to take care of its people, but more importantly, has cultivated a very intentional culture that people love being a part of. Employees appreciate the meaningful work, love of a challenge, uplifting environment, and the ability to work with highly talented colleagues. BAMKO demonstrates its core values: Team First. Be Bold. Love to Compete. Be Your Best Self. Create Fun.

**15. WOUND CARE ADVANTAGE**

A wound care organization that partners with hospitals across the country, WCA has always gone above and beyond in giving its employees a place to work that grows them professionally and personally, while encouraging them to maintain a work/life balance. For its part time and full time employees, WCA offers paid sick time, PTO, four days a year to

volunteer, and time off for holidays, and an additional five days to be used to spend time with friends and family. WCA also allows its exempt employees to take up to two days off in a row without using PTO.

**16. AUTOMOTIVE CREDIT CORPORATION**

Automotive Credit Corporation is made up of 263 industrious, driven individuals that show up each day to make a difference in the business, the industry, and in the communities that they serve. The company's competitive advantage is its people and their dedication to their work and each other. Culture at ACC isn't just a buzzword that's proselytized by leadership. Everyone actively makes ACC a great place to work by living its core values consistently. Employees truly care about Automotive Credit and take pride in helping ACC reach new milestones and success. ACC leadership is visible and engages with employees on a genuine level.

**17. HOFFMAN BROWN COMPANY**

Hoffman Brown Company is an insurance agent who liaisons between the customer and an insurance company for their insurance needs. The company has been in business since August 1961 and maintains a very high rate of retention. There is a strong family culture among the employees who work at Hoffman Brown. Every employee feels as though they are cared about and loved by their fellow employees as well as the management team.

When someone is in need of help due to a family or personal crisis, for example, Hoffman Brown's team is there to support and assist that employee.

**18. GREENBERG GLUSKER LLP**

Greenberg Glusker not only hires from within when it sees opportunities, it also offers mentorship, providing associates one-on-one guidance in carving out their career paths. Additionally, the firm hosts a number of social activities – such as Paint & Sip nights and Office Olympics – throughout the year so that co-workers can come together and form close bonds. The team also has the perk of doing sophisticated and interesting work while enjoying programs and policies that promote wellbeing and balance, such as on-site wellness workshops and paternal leave. The firm also creates monthly diversity content and events to celebrate varying cultures and traditions.

**19. MICHELMAN & ROBINSON LLP**

Inclusion, professional growth, philanthropy and fun – these are words that perfectly describe M&R's culture. The firm fosters an inclusive environment where everyone has a voice. This encourages healthy internal debate and innovative, strategic thinking. At M&R, teams of attorneys, paralegals and support staff work collaboratively to and creative legal solutions on behalf of clients. At M&R, everyone plays a pivotal role, and the commitment to a fully

# Buchalter

RECOGNIZED BY LOS ANGELES BUSINESS JOURNAL  
**BEST PLACES TO WORK 2022**



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engaged workforce is unwavering. So too is the firm’s emphasis on professional development, as well as the importance of giving back to the community.

20. NOURMAND & ASSOCIATES

Nourmand & Associates is a family-owned brokerage that specializes in the luxury real estate market throughout Los Angeles. N&A is also one of the only family-owned brokerages still in existence in the Southern California area and has proudly been in business since 1976. N&A maintains an open-door policy and accessible leadership, and the company makes each employee feel valued and heard. Employees are given free access to speak with Michael Nourmand, the president of the company, who welcomes discussion and conversation at any time of day. This type of accessibility is indicative of how supportive the organization’s leadership is of its employees.

21. PBS ENGINEERS

PBS Engineers is a mechanical, electrical and plumbing consulting firm committed to “providing wow through service.” Perpetuated throughout the company by the leadership team and employees, the “wow factor” is rooted in PBS’ core values. The company believes strongly in promoting a healthy work/life balance. Passion is what drives the employees, like-minded individuals using their talents and knowledge on a daily basis, creating a

work environment that goes beyond projects, deadlines, and to-dos. PBS fosters a culture that celebrates the accomplishments of the team and individuals and maintains an understanding that it is through cohesive teamwork that it excels.

22. MORTON WEALTH

As a registered investment advisor, Morton works with clients who are engaged and motivated to understand the purpose behind their wealth. The company also believes workplace happiness is the key to building a resilient firm. The company mission is to “empower better investors” with the goal of helping people make better financial decisions. By working for the benefit of others, the Morton team is able to be clear about company goals and strategies, leading to a better client experience. This energy also inspires the firm’s leadership to empower the team so that they are fulfilled in their careers.

23. SIGNATURE ESTATE & INVESTMENT ADVISORS, LLC (SEIA)

SEIA combines its foundations in investment management and financial planning with advanced advisory services to create a truly customized client experience. The SEIA team is comprised of top-notch financial experts and advisors who come with the highest levels of education and professional accreditations – along with unparalleled integrity and

ethical standards. SEIA continues to stand out in the industry in part due to its team and culture. SEIA has many employees across the organization who have been with the firm for more than a decade—growing and evolving alongside the firm itself.

24. MORLEY BUILDERS

Celebrating 75 years of excellence in construction, Morley Builders has transformed the landscape of Southern California. The company is EE-owned and the owners are engaged. Morley builds a better future for EEs, clients and building users. Morley espouses integrity, honesty, respect for others, ethical behavior and profitability without being predatory. On top of great benefits, leaders are engaged and accessible. Morley’s vision is to profitably grow the business to provide professional, financial and personal opportunities for its EEs while building quality projects for clients. Many EEs remain with the company for their entire careers, including the president and other leaders.

25. WINDES

Windes is a recognized leader in the field of audit and assurance services, tax planning and consulting, employee benefit services, and estate and trust planning. Windes strives for an environment that values people first, develops leaders, and promotes integrity, respect, trust, and professionalism. The company prides itself

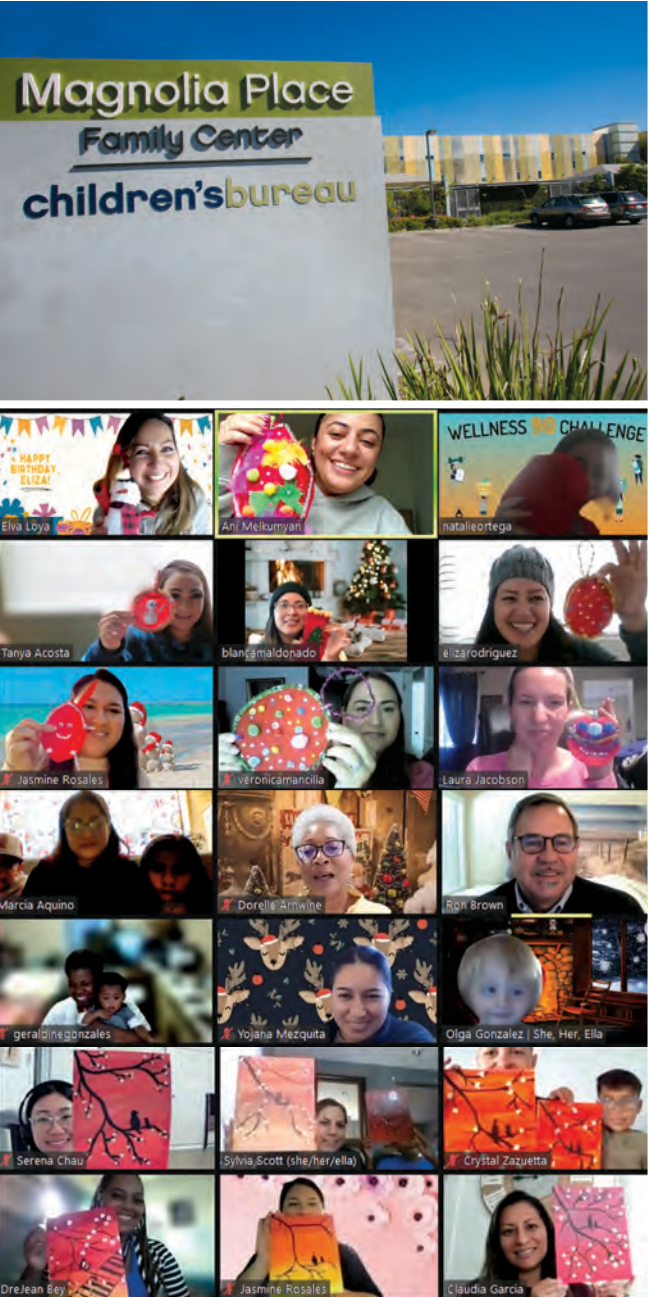
on an environment that encourages teamwork, motivates employees to succeed and cultivates individuals who are concerned with the welfare of their clients, as well as the communities in which they live and work. Windes also believes that enjoying a balanced life not only makes for a better person, it makes one a better accountant.

26. GIROUX GLASS, INC.

Giroux Glass, Inc. is an employee-owned glass, glazing, and architectural metals contracting company with over 75 years of service in the construction industry. Its employees are owners of the company, and they take fierce pride in what they do. Giroux has excelled as a company for over 75 years and is known in its industry as the most experienced and knowledgeable at what it does, and has been repeatedly honored on “top glaziers” national lists and with multiple awards. Employees love the company’s open-door policy and how Giroux leadership accommodates personal situations. Benefits include gifted company shares, 25% match on 401k, generous holiday/vacation schedules and more.

27. MAGICLINKS

MagicLinks is an award-winning Certified B Corporation that powers social commerce through an exclusive marketplace for video influencers and the worlds’ leading brands. MagicLinks also spends a lot of time and energy



# Children’s Bureau

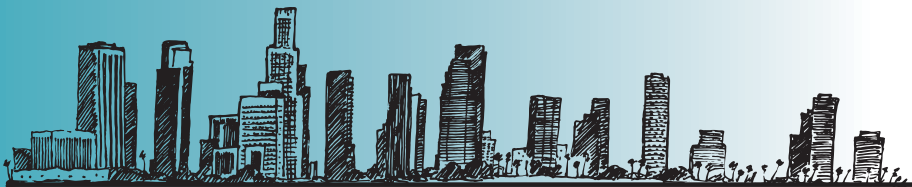
## 2022 Best Places to Work Award Larger Employer Category Los Angeles Business Journal

We did it! Children’s Bureau is honored to be one of the 100 Best Places to Work in Los Angeles. At the heart of Children’s Bureau is an extraordinary group of people. 400+ employees who strive daily to create a dynamic, engaged and meaningful work environment that, in turn, contributes to moving forward the mission of preventing child abuse. If you’re interested in joining us on this journey, visit [all4kids.org](http://all4kids.org)



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finding people who can lead with integrity from a heart-centered space. Great people and culture are the core to creating win-win experiences for the team. In order to create a healthy, vibrant and high performing work culture, MagicLinks draws on learnings from many realms. Some areas that MagicLinks values include: attracting and retaining the best talent, fostering and developing future leaders and innovators, promoting open dialogue and communication, and creating and sustaining high employee engagement.

28. PRAGERU

PragerU is a non-profit media group that focuses on promoting American ideas and Judeo-Christian values, through the creative use of educational videos. Not only does the company treat its employees well, but the culture and work environment that the company has established is remarkably unique. PragerU prides itself on having freedom of thought, freedom of speech and freedom of beliefs. Employees stay at the organization because of shared values and beliefs that align with the overall company mission and vision. PragerU embodies a ‘culture of excellence’ that values hard workers, who are also critical thinkers.

29. RAINES FELDMAN LLP

Raines Feldman prides itself on being an innovative, collaborative law firm. It actively fosters a dynamic, inclusive, and supportive

community and rejects preconceived notions about what a law firm is supposed to be. Despite an extraordinarily challenging year for the business and legal industries, Raines Feldman has stayed strong as a team and kept the firm thriving. The firm is committed to building and maintaining a culture that promotes connection, enriches the lives of its members, and enhances the success of its clients. The firm provides flexibility and respects employees’ needs for meaningful work/life balance.

30. ORIGIN

Origin is a leading provider of pelvic floor physical therapy with a focus on pregnancy, postpartum, menopause, and sexual health. Despite the challenges of operating a healthcare company during a pandemic, Origin has rapidly grown since 2020 to become the national leader in pelvic floor and full body PT for women. The company grew its clinic footprint sevenfold since launch, expanded its virtual offerings to California, Texas and New York, treated thousands of new patients and grew its team to nearly 100 people in the last year. The team is incredibly passionate about its shared mission and everyone shows up to work with a very clear purpose and goal.

31. AMPLUS GROUP

Amplus Group provides accounts receivable management for hospitals and other healthcare providers across the United States. Amplus

also creates a great work environment for its team members. It has a low turnover rate for its industry, pays its team well and has a full benefit package that is one of the best in the industry. This includes, medical, dental and 401k. In addition, Amplus has regular work functions and productivity bonuses. Each team member is invested in by the company, which pays for and helps them prepare for receipt of their certification from the Healthcare Financial Management Association - Certified Revenue Cycle Representative.

32. CYDCOR

Since 1994, Cydcor, a leader in outsourced sales, has been helping Fortune 500 and emerging companies achieve their customer acquisition, retention, and business growth goals with a network of more than 350 independently owned corporate licensee (ICL) sales offices. Working at Cydcor is an opportunity to be a part of something different – they aren’t afraid to take risks and question the status quo. And the team has a great deal of fun along the way too! Each team member is encouraged to think outside the box to find creative solutions. Room for growth and promotion is paramount at Cydcor, where employees discover and design their destiny.

33. WHITTIER TRUST COMPANY

Whittier Trust has been helping individuals and families accomplish what’s important to

them by providing expert guidance, superior investment performance and exceptionally tailored service. Whittier’s structure is designed to ensure its employees’ objectives are aligned with clients’ objectives. Long-term employees are essential to the quality of the service Whittier provides and its competitive advantage. To attract, grow and retain its staff, Whittier provides competitive salaries, medical, stock, education, parking, gym membership, robust EAP program, and much more. To express appreciation, Whittier encourages its staff to share what they need to work effectively and how it can be improved—from the technology, equipment, to lunch choices.

34. INTEGRAL GROUP

Integral Group is an international network of engineers and consultants collaborating under a single “deep green” umbrella. It enables every client to protect the health of the planet, by taking a regenerative approach to the design, performance and function of buildings, communities, districts, and cities. The company is guided by three core values – “trust,” “nurture” and “inspire” and its work is structured around four pillars – “imagine,” “perform,” “accelerate,” and “sustain.” Integral’s people combine passion with purpose. They are diverse, ready, willing and able. They are committed to innovation, quality and to providing clients with the best possible service.

Cydcor

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# BEST

## Places to Work



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



### BOUTIQUE RECRUITING

**B**outique Recruiting successfully places accounting, administrative, executive level, finance, HR, legal, marketing, operations, sales and technical candidates nationally. It adds a personalized touch to job placements by taking the time to meet with both candidates and hiring companies face-to-face. Boutique Recruiting delivers the exact technical and cultural fit and has it down to a science. The firm understands that high-quality candidates are increasingly hard to find, and the cost to hire an experienced internal recruiter has risen significantly. It believes that every relationship begins face to face, and takes the time to meet every single candidate, saving its clients' time and money with this critical screening process. Boutique Recruiting uses technology with traditional methods, making it a priority of putting the "human" back into human resources.

"Boutique Recruiting – Powered by personal relationships" is not only the tagline of the company and how it looks at its client relationships, but more importantly, it's also at the heart of its relationships with its employees. Boutique Recruiting's president Innesa Burrola has a degree in leadership & management and takes her leadership role seriously. Her sincere devotion to a healthy lifestyle while maintaining a strong work ethic and personalized interactions with her clients is what she aspires for with all of her employees. She has set the foundation with a strong corporate culture that includes an extra two weeks off at the end of the year, profit sharing, inclusive decision making, outstanding pay, a gorgeous state-of-the-art office with gym, the ability to work remotely and regularly provided healthy lunches and massages.

financial security and success. The company takes its responsibility seriously; therefore, it wants its representatives to achieve the highest possible potential. To this end it fosters an atmosphere built on mutual respect and a desire to add value in every interaction it has with clients and coworkers alike. Its robust mentorship program provides support and growth opportunities that allow it to best serve clients and achieve collective goals.

Northwestern Mutual – West Los Angeles maintains a commitment to serving clients by supporting and developing top of the line financial advisors. The company strives to support growth within the firm and offers many opportunities to continue education at no cost to team members. Additionally, it offers a variety of weekly and monthly business development training sessions that are focused on personal and professional growth. Amenities it offers at no cost include catered meals, a snack and coffee bar, and an in-office luxury gym. The firm also supports its team members by fostering a work environment that focuses on growth while ensuring work-life balance is a top priority. The company also has a variety of different philanthropic and diversity and inclusion initiatives that allow it to support the community in an engaging and impactful way.



### KONNECT AGENCY

**K**onnect Agency lives where strategy, media, creative, and advertising meet, delivering creative marketing solutions and amplification at scale. But it's the firm's people that set it apart—an explosive, nimble team of brand strategists and human behavior analysts; creators and amplifiers who thrive on solving big challenges. Konnect is serious about its work and results, but doesn't take itself too seriously – the team believes its best work happens when it's having fun. It is made up of collaborators, innovators, and passionate practitioners who love what they do and always strive for the best and biggest outcomes for its clients. Konnect's seasoned teams develop sales-driven marketing strategies from the ground up that drive full-funnel results. Representing both national and international companies, Konnect offers a holistic approach to public relations, social media, digital and marketing services to clients in food & beverage, franchise, lifestyle, and family brands.

Konnect has been able to attract the best talent who also happen to be great human beings. The employees exude positivity and help to create a collaborative and inviting atmosphere for all to thrive in and enjoy. It is Konnect's goal as an agency to provide all the tools and support needed for its team

to grow. Konnect enriches the lives of its employees, promotes their growth and adds value – from implementing growth plans that help employees know what steps they need to take to go to the next level in their careers, to discovering opportunities that will allow the teams to learn and foster a genuinely happy workplace.

### 4. MIRROR DIGITAL

Mirror Digital is an interactive media company that specializes in connecting Fortune 500 brands to the growing U.S. multicultural market. The Los Angeles-based firm operates a digital publisher network (websites, podcasters, bloggers), a social media influencer network, and a programmatic advertising marketplace. For its employees, the company empowers and creates opportunities to elevate diverse and multicultural communities through hiring and leadership. Approximately 90% of its staff represents diverse backgrounds and 100% of the leadership team is female. It's not just about the work at Mirror Digital, either – the team makes a point to take time to celebrate wins.

### 5. STARTR CO.

Startr Co. is a modern public relations partner and champion for startups and emerging businesses. It's team is made up of media relations wizards and influencer marketing strategists. Startr Co. believes in transparency and operates with integrity above all else. The company has an unwavering commitment to its team and fosters an intrapreneurial environment. Employee professional and personal growth is of the utmost importance and the agency offers perks including internal and external training, strength assessments, team building activities/outings, fitness class reimbursement, anonymous feedback tools, and more. Startr Co.'s size allows the agency to be adaptable and flexible to the team's feedback and growing and changing needs.

### 6. MK PARTNERS, INC.

MK Partners is Southern California's leading Salesforce Partner and full-service technological consulting firm. The company fosters an inclusive, fun, and intelligent workplace culture with a firm focus on work-life balance, employee professional development, and giving back to the community they work in. From volunteer events to company-wide brainteasers, and firm-funded professional certification opportunities – it's a place where everyone can learn, grow, and succeed together. MK Partners offers employees the opportunity to work with an assortment of remarkable clients, organizations large and small. Fun, intelligent, and creative coworkers create an environment where they are always learning, improving, and building something great together.

### 7. UNIVERSAL METRO, INC.

As Southern California's single source for commercial flooring, Universal Metro is an industry-leading, floor covering, underlayment, and moisture mitigation expert. Universal Metro also has its employees' professional development at top of mind as it is focused on 'building leaders on the foundation of

integrity'. Lastly, the company is made up of ideal team players who are humble, hungry and smart, know that every job is a business, is proactive, and are part of a team consisting of trusted advisors focused on moving forward. Universal Metro keeps moving forward, opening up new doors and doing new things because it is collectively curious, and curiosity keeps leading it down new paths.

### 8. MIRACLE MILE ADVISORS

Miracle Mile Advisors is an award-winning, independent wealth advisory firm that is fast-growing, young, entrepreneurial and that offers incredible growth potential for its employees. The team works hard, but also enjoys an extremely open and fun environment that pushes everyone to be their best self. The company offers benefits that are top of the industry and competitive salaries with upside. Office culture and employee wellbeing are two of the most important aspects of the firm. The company even orders lunch to the office daily for employees in the office and has monthly team-bonding events, as well as an unlimited vacation time policy.

### 9. STRUCTURAL FOCUS

Structural Focus is a full-service structural engineering firm with expertise in new design, historic restoration, seismic evaluation/retrofit of existing structures, and developing post-disaster response plans. Its employees enjoy the family atmosphere and highly supportive nature of the leadership. The company also promotes a diverse workforce made up of 40% women and 35% ethnically diverse employees. Structural Focus also offers generous benefits, profit sharing, flexible individualized work schedules, strong HR support, and a robust wellness program with prizes. The company always promotes from within, providing a clear path to promotion and increased responsibility and provides a strong mentoring program.

### 10. ELEVEN RECRUITING & CONSULTING SERVICES LLC

Eleven Recruiting is a staffing and recruiting agency that supports technology staffing for professional and financial services across the nation. When it hires, trains, and develops its team, it supports unconventional backgrounds to bring a fresh edge and perspective to its services and clientele. Eleven has a diverse team alongside half of the team being women. It focuses on the growth potential that comes from experience on the job versus "great on paper" applicants or team members. The agency prioritizes attitude, relationship building, and a commitment to excellence, with a mission to bring humanity to technology staffing. It ensures that promise by investing in and developing the team.

### 11. DECIBIO CONSULTING

DeciBio Consulting is the leading strategy consulting firm dedicated to accelerating the adoption and impact of technologies enabling precision medicine. DeciBio was founded with an intention to create a "different" and more sustainable consulting firm. In an industry of consulting generalists, DeciBio is known for providing the deepest expertise in the most pioneering areas of precision medicine. And, while the consulting industry is prone

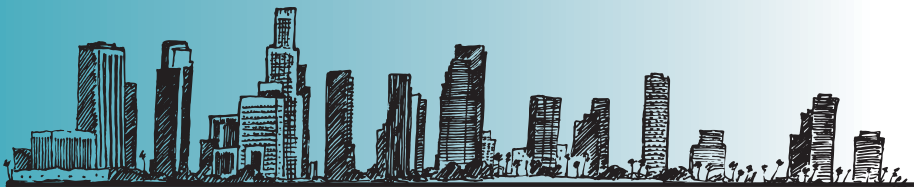


### NORTHWESTERN MUTUAL - WEST LOS ANGELES

**N**orthwestern Mutual – West Los Angeles is firmly committed to helping create exceptional financial security, personal growth, and business success for its clients and its communities. It provides clients with financial guidance and world-class products and services that help families and businesses alike obtain

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Places to Work



to disenchantment and disconnect, DeciBio strives to further enmesh its position as a stakeholder throughout the precision medicine ecosystem while maintaining a happy, harmonious and social culture. Most notably, DeciBio prides itself on fostering employees to write their own stories.

12. MONTAGE INSURANCE SOLUTIONS

Montage Insurance Solutions is a privately held, family managed, full-service commercial insurance brokerage firm and third-party administrator for COBRA and benefit administration, specializing in wellness and safety services. At Montage, employees come first. They are the leadership’s priority and this is evident in founder Danone Simpson’s tireless efforts to care for her team’s health and wellbeing. Employees at Montage rave about the company’s culture, and in particular how well it managed the COVID pandemic for employees’ families and personal needs. Montage is home to a strong team with long-term employees who have risen to management, educated and empowered to run their teams with care and dedication.

13. COVINGTON CAPITAL MANAGEMENT

Covington Capital Management is a private wealth advisor. Founded in 2004, Covington has grown to over \$4 billion in assets under management as of the end of last year. Serving high net worth families, foundations, and non-

profits, Covington seeks to provide its clients with objective and customized investment advice, competitive investment returns, outstanding customer service, and estate and financial planning advice. The company enjoys its success as a team made up of a close-knit group of employees. The company is mostly employee owned with 60% of the staff being owners. The team works hard, has fun, and cares about each other.

14. RISING REALTY PARTNERS

Rising Realty Partners is a family-owned, vertically-integrated commercial real estate investment and operating platform specializing in creating world-class commercial properties. The firm is passionate about creating a positive impact in the communities it invests in — environmentally, socially, and technologically. The senior leadership team at Rising is always looking for ways to evolve the employee experience — through mentorship programs, education opportunities, quarterly company get-togethers, or general perks that make an employee’s career at Rising one that is fulfilling. The company’s strong values of respect, communication, and innovation have contributed to its spectacular growth over the last 10 years.

15. GISH SEIDEN, LLP

gish SEIDEN is a full-service CPA firm that has been providing tax, accounting and

consulting services to clients for over 75 years. The management team at gish SEIDEN puts considerable effort into creating an open and supportive environment for all its team members. The firm also makes sure everyone has the proper tools and resources to help them work efficiently while in the office or working remotely. Training is emphasized at all levels of the organization in both technical and soft skills development. The firm holds weekly staff meetings online to keep everyone updated and give team members an opportunity to talk about any challenges they may be facing.

16. BARKBUS

Barkbus brings the convenience and luxury of mobile grooming to “pet parents” throughout Southern California. Founded by local dog-loving entrepreneurs and creatives, Barkbus began as a means to connect a community of world-class pet stylists with reliable service, through seamless technology. The Barkbus team is on a mission to help pups feel and look their best and the team members – artists and creatives dedicated to continuously perfecting their craft – are always innovating and learning. The team is also committed to the success of each other and the health and wellbeing of the pups they serve.

17. GERBER KAWASAKI WEALTH MANAGEMENT

Gerber Kawasaki Wealth Management

believes that diversity is one of its greatest strengths. Based in Los Angeles, one of the most diverse cities in the world, Gerber Kawasaki understands that it must represent the communities it serves. The team knows that many of its clients feel more comfortable communicating in their first language, especially when it comes to discussing money. Gerber Kawasaki advisors speak eight major languages, and have US-based clients from all over the world. Gerber Kawasaki is also a workplace that pushes its employees to be the best version of themselves both in and outside the office.

18. LBW INSURANCE AND FINANCIAL SERVICES

LBW Insurance and Financial Services is an independent, family-owned agency selling commercial and personal insurance, employee benefits, and financial services. LBW employees frequently mention the excellent benefits, respect for work-life balance and fun and caring atmosphere they experience at the company. They feel the owners and management team are truly trying to do what’s best for the clients as well as the employees at all times. The CEO’s door is always open and LBW employees feel respected and well cared for while having serval laughs along the way. The company has a ‘fish bowl’ for recognizing employees when they demonstrate excellence in any of the company’s core areas.



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# BEST

Places to Work



**19. CALIFORNIA HOME BUILDERS, A DIVISION OF EVENHAIM INDUSTRIES**

A leading San Fernando Valley residential infill developer since 1994, California Home Builders produces luxury mixed-use communities. The company is a longstanding member of the local community, and strives to create a fun, effective team to serve the community. California Home Builders embraces innovation, progress, and ideas from all team members and works together as a close-knit group to provide excellence. The company custom built its offices with employee comfort and health in mind, providing support through annual, quarterly and monthly team events. Also offered are an onsite gym and connected events at the company’s apartment communities for the team to connect and learn.

**20. FREIGHT RIGHT GLOBAL LOGISTICS**

Freight Right Global Logistics provides solutions to complex problems for technology-centric companies, freight marketplaces, international freight-forwarders, 3PLs, and resellers of international freight. It is a small company in a large industry, taking on legendary giants and impressively making its way to the top – a classic David and Goliath story. Employees appreciate Freight Right Global Logistics’ flexibility, friendly culture and bold vision. Also popular with the employees are the company’s open

communication channels, flexible work options and flat organizational chart, not to mention delicious snacks and cake!

**21. AD.NET**

Ad.net is one of fastest growing tech companies in the Los Angeles startup ecosystem, with a performance-based advertising marketplace outside of major search engines, where world leading brands can find new customers. Ad.net is also a great place to work because it places a great deal of emphasis on fostering a workplace culture (even when remote) where employees feel that they can make a difference and have a significant impact on new innovations and the direction of the organization. Everything from the open space floor plan and lounge area to the communal break room is designed to invite collaboration, sharing of new ideas and team building.

**22. MILLER INK**

Miller Ink is a Los Angeles-based, full-service strategic communications and crisis PR firm that helps businesses, executives, and non-profits amplify their voices, build their brands, and advance their goals through carefully crafted messaging and compelling content. As a company, the firm is highly engaged and intensely collaborative. It proudly recruits and cultivates talent from a wide range of fields and backgrounds. One of Miller Ink’s core

values is positivity. The team comes to work together united by an infectious enthusiasm for the creative field they have chosen – and the clients whose mission they get to advance.

**23. LUMICITY LLC**

Lumicity is a technical staffing agency that strives to provide world class talent solutions within emerging technologies across the United States. Its team of experts listen to clients’ recruitment needs and only prescribe solutions of the highest standard. By dividing its consultants into vertical market areas within specific industries, Lumicity’s clients can rest assured that they are only ever working with a technical expert who understands the terminology and nuances that they do not get with most other agencies. The company also structures an impactful learning and development program to ensure its consultants are ready for market and client demands.

**24. MURPHY O’BRIEN**

Murphy O’Brien is an inspired and innovative luxury travel, real estate and lifestyle public relations and digital agency. The firm generates impactful media exposure for its highly discerning clients. This results in industry-defying long relationships with a deep level of trust – something the employees of the firm embrace. The firm also has superb benefits that promote a healthy and wonderful work

life balance and work environment. Employees also appreciate the creative, collaborative and nurturing environment and developmental trainings. The firm has even sent its team members to have one-on-one professional development sessions with Insight Strategies Inc.

**25. INFRASTRUCTURE FACTOR CONSULTING, INC. (IFACTOR)**

iFactor designs the mechanical, electrical, and plumbing systems of non-residential buildings and campuses – anything from soundstages and theme parks, to hospitals and restaurants. The company’s engineers are involved across all stages of the design and construction process, assisting with decision making, cost estimation, construction administration, documentation, and building management and maintenance. iFactor also endeavors to maintain a happy, healthy, collaborative, family-like team that has fun while maintaining high design and business standards. Employees appreciate the company’s sense of purpose, accomplishments at any level, professional growth, hybrid schedule, flexible work from home option, among other perks and benefits.

**26. O&S CPAS & BUSINESS ADVISORS**

O&S CPAs & Business Advisors is a highly ranked and rapidly growing certified public accounting and consulting firm located in



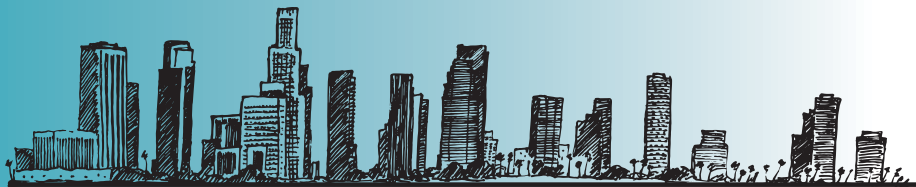
Our people are the key to our success as we aspire to be the leading global real estate company as measured by customer service, employee engagement, financial performance and balance sheet strength.



Pictured are some of the over 80 Prologis Los Angeles team members

BEST

Places to Work



Long Beach. We endeavor to treat our staff like internal clients and encourage a work-life balance. The firm's core values are integrity, passion and future forward thinking and training. O&S continuously strives to develop a fun, diverse and inclusive firm culture. Its core values and office culture that fosters collaboration, teamwork and opportunity, are well-appreciated by its team. O&S is building a learning community where its team members can work with diverse individuals and explore new ways of thinking.

**27. CGI+**  
CGI+ Real Estate Investment Strategies is a fast growing multifamily real estate investment and development firm that is committed to bettering communities, is charitable, and attracts, employs and retains some of the best professionals in the industry. CGI+ invests in its employees' wellbeing and health. It has built out its benefits packages around the needs of its employees, including full health care, vision, and dental plans, a one-week company-wide recharge at the end of the year, 401k, Life, LTD, competitive compensation and bonus packages along with professional development and career growth opportunities.

**28. PACIFIC RESOURCE RECOVERY (PRR)**  
Pacific Resource Recovery (PRR) is a

family owned and operated business. PRR keeps the community safe by protecting the environment from the negative impacts of industrial waste generated by the manufacturing and use of every-day items. PRR is also a people centered organization driven by its values of care, trust, integrity and growth. PRR demonstrates its values daily by doing the right thing for its employees, its customers and its community. For three generations, PRR has put its employees first and takes active steps to ensure that every employee feels valued, cared for and honored as whole humans.

**29. STUDIO OTHER**  
Studio Other is a studio that designs furniture systems unique to every client. Its team of industrial designers and engineers bring clients' vision to life and meet their distinct needs and aesthetics. Studio Other also prides itself on providing a friendly, creative and innovative workplace for its employees. Employees enjoy the newest technology, ergonomic workspaces, flexible work schedules and perks like weekly yoga at the headquarters, monthly internal events, frequent internal contests, design inspiration field trips, happy hours and healthy snacks. Additionally, Studio Other's staff considers one another more than coworkers, they are friends and family.

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# BEST

## Places to Work



# A Snapshot of Today's Workforce: What Candidates Want

**F**inding candidates – and securing the one you want – has been a top challenge facing companies in today's employment market. Employers must act fast and make the best offer or risk losing a great hire to the competition. What are some factors that have led us to this point?

### SHIFTING PRIORITIES

The pandemic caused many people to reconsider what is most important in their lives, and to reprioritize work accordingly. While money is still top of mind for many, it's not everything. Candidates are now looking for other benefits that enhance their quality of life such as flexible hours, more time to spend with their families, less stress, and perks including wellness programs, top-tier health benefits, or reimbursement for commuting and childcare. Some are even switching career paths to follow their dreams. Still, others are not returning to the workforce at all, leaving many roles unfilled.

### EXPANDED OPTIONS

With the newfound prevalence of remote work, there are more options for candidates to find desired roles. Candidates can now work from anywhere with a good internet connection. Likewise, the pool of candidates has expanded for employers willing to take on remote workers.

To find and retain top talent for your business here are some tips:

- **Speed Up Recruiting Process.** Good candidates go fast. They know what they want and know what they're worth and they will jump at the best opportunity. Therefore, if you find candidates you are interested in, streamline your interview process to make a sound decision in less time.

- **Narrow Down the Field.** Instead of collecting and interviewing a large pool of candidates, narrow your focus to the top two or three candidates that impressed you the most on first review. Spend your interviewing and decision-making time with these individuals so you can expedite the process.

- **Communicate Clearly.** Explain your process and timeline to candidates and stay in touch throughout. If things are taking longer than usual, let them know you're still interested

and provide a timeline. The last thing you want is for the candidate to rule you out because they haven't heard from you and assume you're not interested.

- **Bridge the "Skills Gap."** Having excessively rigid requirements for any given role might mean you're losing out on great candidates who may not check every box. Consider your "non-negotiable" skills versus what can be learned later. Be open to candidates who are quick learners and would bring other valuable skills to your team.

- **Be Ready with a Counteroffer.** When you make a decision, it's likely your chosen candidate will receive multiple offers. Know ahead of time how much wiggle room is in your salary budget or what additional bonuses and perks you can offer to counter the competition.

- **Promote Your Employer Brand.** Check your organization's reviews on employer review sites like Glassdoor and invest effort in your social media presence to make sure your employer brand is clearly defined and communicated. Glassdoor reports that about 69% of job seekers are likely to apply to a job if the employer actively manages its brand.

### WHAT ABOUT REMOTE WORK?

The global pandemic completely changed how people work, and by May of 2020, about 35% of the employed workforce were working from home. It took a few months and countless technical glitches, but remote work became the norm as office re-openings were repeatedly postponed due to new waves of the coronavirus.

A desire among many to remain remote (or at least remote some of the time) has prompted companies to think of the workplace in new

Roth Staffing's Chairman's Club for Top Performers is an award sought out by all coworkers – and many from our LA market were among the deserving honorees who attended this year's event.



ways. Some announced remote-only work going forward, while others are experimenting with a hybrid model of remote and in-office work. Many workers enjoy the benefits of remote work – and feel more productive. Surveys of employees revealed that many felt their productivity was the same or better while working from home compared to working in an office.

Many companies shifted to 100% remote work, while others adopted a hybrid model or required employees to return to the office space. Increasingly, many workers are seeking only remote opportunities and are willing to take less pay for the flexibility remote work affords. How can employers be ready to address remote work?

- **Be Open to Employee Expectations.** The new reality is that many employees want to work from home, citing reasons such as productivity and decreased commute time. They want it so much they're often ready to take a salary cut to change to a remote job. Consider adapting to remote options to keep your employees happy and motivated – even if that means changing the way your company has "always done things."

- **Weigh the Hybrid Pros and Cons.** The hybrid model – where employees can come into the office a few days and work remotely the rest of the week – offers the best of both worlds, with the productivity of remote work and the team building that comes with face-to-face interactions. Hybrid models bring some challenges to be considered, too, including increased overhead for office space, potential issues if workplaces must close again in the future, and perceived inequalities between in-office and remote workers.

- **Focus on Engagement.** Whether your employees are in-office, remote or a combination of the two, it's vital to keep teams connected, informed and engaged. Building a strong company culture, utilizing video conferences, team-building activities, and regular one-on-one meetings for all employees can help ensure everyone feels part of the group and working toward the same results.

### ATTRACTING AND RETAINING TALENT

Anyone who's hiring – or wants to keep their current employees from straying – must consider these factors when attracting, securing, and retaining talent.

- **Flexibility.** Candidates want flexibility when it comes to work schedules and locations. Glassdoor reports that job searches for remote work have increased 460%. Don't be surprised if candidates don't want to apply for your job if there is no remote option.

- **Benefits and Perks.** Yes, salary still matters. However, candidates are looking for more than just high salaries. Employers are also offering more to lure and retain top talent, including hiring and performance bonuses, commute expense reimbursement, financial help for childcare, outstanding healthcare benefits, and employer-sponsored wellness programs.

- **Diversity.** Diversity in the workplace is an important topic, and many employees want to see their company increase diversity efforts. Define your organization's position and plan and communicate it enterprise-wide.

- **Social Responsibility.** Develop a plan for how your company can give back and bring awareness through social media channels. According to Glassdoor, 75% of employees ages 18-34 expect their employer to take a stand on important issues affecting society.

- **Purpose.** Studies show that employees who feel a strong sense of purpose at work are more satisfied, productive and engaged. Make sure your organization has a defined purpose that is communicated regularly.

Navigating today's complex hiring market is a challenge for all employers, no matter their size or location. When you need expert guidance, a staffing firm like Roth Staffing Companies and its specialized lines of business can be a valuable partner to help you succeed in securing top talent for your organization.

This article was provided by Roth Staffing Companies. Learn more at [rothstaffing.com](http://rothstaffing.com).



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# BEST

## Places to Work



## Embracing a Commitment to Helping People

As a young physicist, Alfred E. Mann was working in electro-optical and semiconductor physics – tinkering with unique ideas that others thought impossible. After early success with his first business, Spectrolab, which produced solar electric systems that powered spacecraft, he turned his attention to medical technology, developing cardiac pacemakers and insulin pumps.

Mann was a prolific technology innovator who founded and largely funded 17 companies

across his career. His pioneering ways earned him a long list of credits and honors, but anyone that worked with him first remembers his kindness and generosity.

He firmly believed in creative thinking, teamwork without ego, and above all else – helping people. This spirit lives on through the culture at his namesake company, MannKind Corporation.

Today, MannKind is focused on the development and commercialization of innovative therapeutic products and devices to address serious unmet medical needs for those living with endocrine and orphan lung diseases.

“MannKind is committed to helping people manage health conditions such as diabetes, pulmonary arterial hypertension (PAH) and nontuberculous mycobacterial (NTM) lung disease so that they can

live life without limits,” explained Michael Castagna, PharmD, chief executive officer at MannKind.

MannKind’s formulation capabilities and device engineering offer rapid and convenient delivery of medicines to the deep lung where they can exert an effect locally or enter the systemic circulation. This designed approach is represented in FDA-approved products such as Afrezza (insulin human) Inhalation Powder and Tyvaso DPI (treprostinil) Inhalation Powder.

“We are proud of our cutting-edge technology, but it is our people who are our most valued asset,” said Stuart Tross, PhD, chief people and workplace officer at MannKind. “Our collective commitment to helping give people control of their health and the freedom to live life to the fullest is at the core of our efforts. It is what drive us.”

“Mannitarians” are energized by the company’s entrepreneurial spirit that provides an environment in which you can evolve ideas quickly and nimbly. MannKind strives to provide a work environment where diversity of background, thought, and perspective is valued and respected. The corporate culture is shaped by individuals who believe in winning together, see challenges as opportunities, are tenacious and push boundaries, bring creative

**'We are proud of our cutting-edge technology, but it is our people who are our most valued asset. Our collective commitment to helping give people control of their health and the freedom to live life to the fullest is at the core of our efforts. It is what drive us.'**

and solutions-based thinking forward, and always keep it real with each other and those they serve.

And the end of the day, MannKind has one goal in mind – pioneering new ways to make life-changing products together that allow for living life “more humann.”

For more information, visit [mannkindcorp.com](http://mannkindcorp.com).



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Places to Work

# Culture 2022: Going with the Flow or Swimming Upstream

By DANONE SIMPSON

Trust is largely accepted as one of the most important values. Leaders need to trust their managers, supervisors, and employees while employees want to trust leadership. This has not changed since the beginning of time. I wonder if as leaders we feel we are swimming upstream against the current of change, holding onto principles of the past. Not values, but principles. Or are we going with the flow?

Tips on swimming up a river are interestingly like leadership. One must know the “body of water” or company’s mission, in terms of where an organization is going. In the river-swimming instructions from Triathlon.com, we are told to, “check for the water source, risk of pollution/contaminants, flow rates and undercurrents, safe entry/exit points, and potential underwater hazards. Local knowledge is valuable. Never swim alone and have shore support. Always swim upstream from safe entry/exit points or be very clear on where the next safe exit points are if swimming downstream.” The analogy holds true in terms of business, where we should heed this same advice in our organizations – with surveys

and strong supervisors managing risk, keeping an eye out for “pollutants and undercurrents,” routinely considering the current workforce, new hires, and any terminations.

A river swimmer spoke about her experience swimming in the Arkansas river and how she and her brother found swimming upstream to be exhausting and soon her brother was lost under water. Her mother’s friend, an experienced river swimmer, dove in and rescued her brother and then floated gently out of the eddy. Tami Eveslage shared the advice of a family friend who had said not to swim or struggle, but to relax and float, and to go with the flow. It seems today’s leadership is often in a quandary of whether to swim upstream to the world as we once experienced or envisioned it, or go with the flow towards creativity and embrace the changes and trends we are faced with.

Employee retention is one of the challenges businesses are faced with today. People will often quit their jobs based on principals. I was reflecting today on the decisions many health-care leaders had to make concerning their employees being vaccinated and how some nurses, who were the most exposed, chose to



quit their jobs rather than take what was promoted as the lifesaving vaccine. This seemed such a contradiction, but it is worth considering that employees in any industry will join or leave organizations for reasons concerning principles and values. The essence of who we are as leaders and what our organization represents in our community is often what keeps an employee on board or what drives them to leave. Leaderships’ driving mission trickles downstream.

Kian Bakhtiari wrote, “new behavioral patterns driven by physical distancing and lockdowns, have reshaped our collective psyche.” This global pandemic has “exposed outdated economic, political and social systems.” The United States is seeing a “rise in populism in advanced economies and many have lost its identity and local traditions, causing a move towards localization. All the while at the macro level, there have been record levels of globalization powered by



Once again, thank you to our employee-owners who continually make our organization look good. Whether on a project or in an office, we could not be successful without you.

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# BEST

## Places to Work



free trade policies, improvements in technology and expansion of global brands.”

Localization positioned as a return to traditions and values is causing global brands to find ways to remain culturally relevant in different markets with divergent needs and values. The physical world is now competing with the virtual world for resources. This virtual space is allowing people to create new digital identities as companies are using avatars that may not be reflective of their internal organization.

Branding employee identity within in this virtual workspace we are experiencing is more important than ever. Authentic purpose is being evaluated. Major players like Meta (Facebook), Microsoft, Epic Games and Apple are in position to not only control market share but are creating their own rules. Will this Metaverse be controlled by old laws or these new ones? We watched as Google in 2021 redefined the Workspace that has bolstered working from home due to the proximity of cubicles that does not achieve social distancing. Google Workspace markets itself as a way to “better equip our customers for the future of work.”

Other global CEOs such as Elon Musk boldly made moves publicly as he offered \$44 billion to take over Twitter. The employees of the San Francisco-based company, who were mostly remote, feared demoralization and layoffs. Musk’s successful history of being able to draw in recruits possibly helped to make him quite confident as evidenced by his bold June communication to the Twitter employees, as the

world listened. He said, “Come back to work in your office 40 hours a week or resign.” Later, he said, “if somebody is exceptional at their job, then it’s possible for them to be effective, even working remotely.” He moved to terminate the deal sending another message. I wonder what every other CEO, along with all management, supervisors, and employees in every organization around the world, thought about Musk’s moves.

Change is hard and we are all facing it, while many of our clients cannot change anything, such as healthcare providers who must be with their patients. School teachers tried teaching remotely – to mixed results (some were successful and others were not). Each industry and organization is feeling the impact of this impasse – unless they are effectively “going with the flow.”

In 2020 many surveys revealed that 44% of CEOs wanted to come back to work every day. In Microsoft’s 2021 Work Trend Index, 73% of respondents desired remote work options. According to ApolloTechnical.com, in May of 2022, one study found that 44% of companies do not allow remote work.

Peter Drucker’s advice began in 1942 when his career as a business thinker took off. He asked, “Does your organization provide dignity, freedom and equal opportunity to each of its members, promoting American ideals? How does it seek to provide these positive attributes?” He wrote in the 50s that we should “provide individuals with freedom and autonomy in their work while simultaneously requiring them to take responsibility for results as negotiated with

their (supervisors).” He actually used the word “superiors,” which is politically incorrect in 2022, so I changed it to supervisors.

In 2000, Drucker did recognize that, “We are moving towards more multinational, transnational organizations that are held together by two factors: control of mission and strategy (as opposed to hierarchical controls), and enough people who know and trust each other.” His practicum prompt is, “What roles do strategy, mission, and values play in integrating the work of the various units of your organization?” He asked, “Does your organization have resilient trust networks that allow individuals to transfer information to and from one another? If not, how can trust be strengthened and made more resilient?”

Today, work flows very differently than in 2019 or the past. I miss the face-to-face interactions with our clients and our workforce while working from home; however, it is impossible to deny the efficiency of technology.

Today, as in the past, one point that is forever true is that, “An organization with the spirit of performance is one led by executives who are committed to getting the right things done (effectiveness) and doing the right thing (efficiency). These executives possess integrity of character; have a vision for the purpose of their organizations; focus on opportunities; are change leaders; and follow essential tasks, responsibilities, and practices of management.” I would like to add that these same commitments equate to employees who are our future leaders and how important our employees voices are.

Efficiencies created by technology also allow us to be more global. We have grown tremendously over these past two years, forcing us to look at the way things were done and how we can do them better – with a focus on purpose.

Today, more than ever, employees see the change needed in “American ideals” as they work toward making our company, city, state, and country a better place to live in for all people. This is critical in our culture at work and at home. We must make our companies perform for society and economy, for the community, and for everyone. We focus on what concerns everyone involved in our organizations as we maximize long-term wealth, producing capacity for the enterprise, the employees, clients, customers, suppliers and our community. Which all brings us back to Drucker’s question, “What specific contributions are you and your organization making to become a dynamic force for good and for change in your community?” He also asked, “What kind of encouragement or preparations do we need to become this force for change and for good?”

We have landed in a new world and it is very exciting, scary, challenging and rewarding. It is also our future and that of our children’s. This force to swim towards change is upon us and we have become change leaders looking out for ways to be better, creating history in evolution, because our culture demands it.

*Danone Simpson is CEO of Montage Insurance Solutions. Learn more at [montageinsurance.com](http://montageinsurance.com).*

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# Remote Work and B2B Outsourcing for a New World: Why the Hybrid Remote Model is So Effective

By KEN SCHMITZ

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

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

As a tenured CSO and sales executive, I could never understand why companies typically prefer to burn their monies by not taking their sales cycle as far as they can remotely, before getting on a plane or taking an in-person meeting. In most cases I put the blame solely on bad business practices. The whole idea of profitability is to keep direct costs down. Having a sales professional on the road is expensive, and not necessary for most sales dispositions. I know this because we've been involved with six- and seven-figure sales over the phone for decades. Some said it couldn't be done, which is only true if you have weak tal-

ent. This is why author Jim Collins in his book Good to Great states that "good is the enemy of great." By having the right people on the bus, you can do anything.

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

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

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

Here are some of the key benefits of a

hybrid remote work model:

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

The future workplace is upon us and it is distinctly hybrid in nature. I'm not suggesting that all companies should go 100% virtual, but

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

those that offer a hybrid model are most likely to experience a win-win for the company, simultaneously retaining talent while strengthening the bottom line.

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

A CULTURE OF BELONGING.

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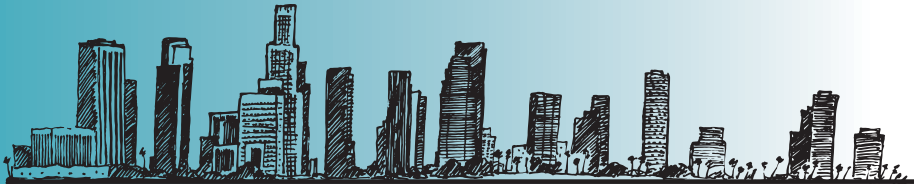
10 West Walnut Photo: Scott Lorenzen



LARGE COMPANIES (250 or more employees)							
Rank	Name	Corporate Website	Industry	Total # of US employees, full and part time	Top executive, title	Total # of LA employees, full and part time	Top local executive, title
1	Roth Staffing Companies, L.P.	rothstaffing.com	Staffing	648	Adam Roth, CEO	60	James Sense, Regional Vice President
2	FloQast, Inc.	floqast.com	Technology	459	Michael Whitmire, CEO	235	Michael Whitmire, CEO
3	HKS Architects, Inc.	hksinc.com	Architecture	1401	Dan Noble, FAIA, FACHA, LEED AP - President & CEO	85	Scott Hunter, FAIA, LEED AP - Regional Director, Principal
4	Pariveda	parivedasolutions.com	Consulting	735	Bruce Ballengee, Founder, CEO	27	Liem Vu, Los Angeles Office Managing Vice President
5	Ryan, LLC	ryan.com	Other - Please list	1995	Brint Ryan, Chairman and CEO	33	John Lyon, Principal, & Director, Sales and Use Tax
6	Edelman	edelman.com	Advertising/PR/Marketing	2999	Richard Edelman, CEO	222	Jonathan Jordan, General Manager, Edelman Southern California
7	Cresa	cresa.com	Commercial Real Estate Brokerage	820	Tod Lickerman, Chief Executive Officer	44	Lawson Martin, Managing Principal
8	West Monroe	westmonroe.com	Services - Other	2000	Kevin McCarty, President & CEO	105	Ken Siegman, Managing Partner
9	Buchalter	buchalter.com	Legal	633	Adam J. Bass, President and Chief Executive Officer	250	Adam J. Bass, President and Chief Executive Officer
10	Marsh McLennan Agency	marshmma.com	Insurance - Non-Healthcare	9691	Chris Williams, CEO	40	Brian Hegarty, Managing Director
11	Vaco LLC	vaco.com/losangeles	Staffing	1509	Brian Waller, CEO	49	Frances Moreno, Managing Partner
12	P2S Inc.	p2sinc.com	Engineering	265	Kevin Peterson, President & CEO	193	Kevin Peterson, President & CEO
13	Matthews Real Estate Investment Services	matthews.com	Real Estate	410	Kyle Matthews, CEO and Chairman	60	Maxx Bauman, Market Leader
14	C.W. Driver Companies	cwdriver.com	Construction	254	Dana Roberts, Chairman/Chief Executive Officer	91	Dana Roberts, Chairman/Chief Executive Officer
15	CBIZ MHM, LLC	cbiz.com	Financial Services - Other	5745	Jerome Grisko, President & CEO	96	Kelly O'Neil, Lead Managing Director
16	W.E. O'Neil Construction Co.	weoneil.com	Construction	338	John Finn, President	214	Mike Byrne, Vice President, Operations
17	Protiviti	protiviti.com	Consulting	6000	Joseph Tarantino, President & CEO	181	Barbara Cabello, Managing Director
18	McCarthy Building Companies, Inc.	mccarthy.com	Construction	6212	Ray Sedey, CEO	108	Mike Myers, President, Southern Pacific Region

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Places to Work



LARGE COMPANIES (250 or more employees)							
Rank	Name	Corporate Website	Industry	Total # of US employees, full and part time	Top executive, title	Total # of LA employees, full and part time	Top local executive, title
19	Prodege, LLC	prodege.com	Technology	356	Chuck Davis, Chief Executive Officer	261	Chuck Davis, Chief Executive Officer
20	Clune Construction	clunegc.com	Construction	570	R. David Hall, CEO	101	Randy Starbird, Executive Managing Director, President West Region
21	CarParts.com, Inc.	carparts.com	Retail	1070	David Meniane, Chief Executive Officer	136	David Meniane, Chief Executive Officer
22	DISQO	disqo.com	Technology	281	Armen Adjemian, CEO	117	Armen Adjemian, CEO
23	Shawmut Design and Construction	shawmut.com	Construction	837	Les Hiscoe, CEO	110	Greg Skalaski, Executive Vice President, West Region
24	Belkin International, Inc.	belkin.com	Technology	510	Steven Malony, CEO	346	Steven Malony, CEO
25	Avison Young	avisonyoung.us	Real Estate	1900	Christopher Cooper, Principal & Managing Director – Southern California	115	Christopher Cooper, Principal & Managing Director – Southern California
26	MannKind Corporation	mannkindcorp.com	Life Science/Biotechnology	348	Michael Castagna, PharmD, Chief Executive Officer	67	Michael Castagna, PharmD, Chief Executive Officer
27	The Wonderful Company	wonderful.com	Other - Please list	5579	Stewart Resnick, Co-Owner	607	Stewart Resnick, Founder
28	Build Group, Inc.	buildgc.com	Construction	335	Ross Edwards, Jr., CEO	44	Andrew Clark, President
29	EP Wealth Advisors	epwealth.com	Financial Services - Other	259	Patrick Goshtigian, CEO	114	Patrick Goshtigian, CEO
30	Centerfield Media	centerfield.com	Technology	625	Brett Cravatt, Co-Ceo, Co-Founder	153	Jason Cohen, Co-Ceo, Co Founder
31	RSM US LLP	rsmus.com	Accounting	13751	Joe Adams, Managing Partner and CEO	308	Leslie Stackpole, Los Angeles Office Leader
32	Children's Bureau of Southern California	all4kids.org	Non-Profit - Other	391	Ron Brown, CEO	391	Ron Brown, CEO
33	Alston & Bird	alston.com	Legal	1529	Richard Hays, Managing Partner	125	Jeffrey Rosenfeld, Los Angeles Partner in Charge
34	HED	hed.design	Architecture	400	J. Peter Devereaux, Chairman & CEO	94	J. Peter Devereaux, Chairman & CEO
35	Corgan	corgan.com	Architecture	640	Scott Ruch, CEO	31	Brent Kelley, Principal
36	Henderson Engineers	hendersonengineers.com	Engineering	986	Kevin Lewis, CEO & President, Principal	40	Ryan Haug, Business Sector Mixed Use Practice Director, Principal
37	Macias Gini & O'Connell LLP	mgocpa.com	Accounting	582	Mr. Kevin O'Connell, CEO & Managing Partner	134	Jerome Vermeulen, Partner and Office Managing Partner



MEDIUM COMPANIES (50 to 249 employees)							
Rank	Name	Corporate Website	Industry	Total # of US employees, full and part time	Top executive, title	Total # of LA employees, full and part time	Top local executive, title
1	Mission Cloud Services	missioncloud.com	Technology	218	Simon Anderson, Founder & CEO	111	Simon Anderson, Founder & CEO
2	The PENTA Building Group	pentabldggroup.com	Construction	205	John Cannito, President and CEO	73	Paul Dutmer, Director of Los Angeles
3	Dermavant Sciences Inc	dermavant.com	Life Science/Biotechnology	167	Todd Zavodnick, Chief Executive Officer	24	Todd Zavodnick, Chief Executive Officer
4	Karlin, Hiura & LaSota, LLP	khllawyers.com	Legal	56	Peter Karlin, CEO/Owner	35	Peter Karlin, CEO/Owner
5	Sabio Holdings Inc.	sabio.inc	Advertising/PR/Marketing	78	Aziz Rahim, CEO & Founder	45	Helen Lum, Executive Vice President
6	Northwestern Mutual - Los Angeles	northwesternmutual.com/office/ca/los-angeles/20692063/	Financial Services - Other	53	Matt Plocher, Managing Partner	53	Amy Seo, Director of HR
7	Howard Building Corporation	howardbuilding.com	Construction	155	Mark Fuller, CEO	44	Mark Fuller, CEO
8	Bolton & Company	boltonco.com	Insurance - Non-Healthcare	203	Steve Brockmeyer, California Market President	185	Steve Brockmeyer, California Market President
9	Seek Capital, LLC	seekcapital.com	Financial Services - Other	64	Roy Ferman, CEO	64	Roy Ferman, CEO
10	Signature Travel Network	signaturetravelnetwork.com	Services - Other	51	Alex Sharpe, CEO	51	Karryn Christopher, Executive VP, Marketing & Preferred Partnerships
11	Goetzman Group	goetzmangroup.com	Financial Services - Other	60	Greg Goetzman, CEO & Founder	60	Greg Goetzman, CEO & Founder
12	Golden Star Technology	gstinc.com	Technology	140	Yueh Chin Wang, Owner	112	Yueh Chin Wang, Owner
13	Liquid IV	liquid-iv.com	Other - Please list	119	Mike Keech, CEO	119	Mike Keech, CEO
14	BAMKO	bamko.net	Advertising/PR/Marketing	200	Jake Himelstein, President	55	Jake Himelstein, President
15	Wound Care Advantage	thewca.com	Consulting	71	Mike Comer, CEO	71	Melissa Bailey, President
16	Automotive Credit Corporation	automotivecredit.com	Financial Services - Other	232	James Blasius, President	104	Roy Lopez, Director of Servicing West
17	Hoffman Brown Company	hoffmanbrown.com	Insurance - Non-Healthcare	55	Steve Brown, President, CEO	55	Steve Brown, President, CEO
18	Greenberg Glusker LLP	greenbergglusker.com	Legal	179	Bob Baradaran, Managing Partner	166	Bob Baradaran, Managing Partner
19	Michelman & Robinson LLP	mrlp.com	Legal	126	Sanford Michelman, Chairman	66	Dana Kravetz, Firm Managing Partner
20	Nourmand & Associates	nourmand.com	Real Estate	185	Michael Nourmand, President	185	Saeed Nourmand, Founder
21	PBS Engineers	pbsengineers.com	Engineering	79	Kunal Shah, President	70	Kunal Shah, President
22	Morton Wealth	mortonwealth.com	Financial Services - Other	57	Jeff Sarti, CEO	57	Jeff Sarti, CEO
23	Signature Estate & Investment Advisors, LLC (SEIA)	seia.com	Financial Services - Other	100	Brian D. Holmes, President & CEO	50	Brian D. Holmes, President & CEO
24	Morley Builders	morleybuilders.com	Construction	150	Charles Muttillo, President	126	Charles Muttillo, President

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MEDIUM COMPANIES (50 to 249 employees)							
Rank	Name	Corporate Website	Industry	Total # of US employees, full and part time	Top executive, title	Total # of LA employees, full and part time	Top local executive, title
25	Windes	windes.com	Accounting	214	Jim Cordova, President/Managing Partner	84	Jim Cordova, President/Managing Partner
26	Giroux Glass, Inc.	girouxglass.com	Construction	102	Nataline Lomedico, CEO and President	102	Barbara Katsos, Director of Marketing / Public Relations
27	MagicLinks	magiclinks.com	Other - Please list	50	Brian Nickerson, CEO & Co-founder	34	Brian Nickerson, CEO & Co-founder
28	PragerU	prageru.com	Non-Profit - Other	85	Marissa Streit, Chief Executive Officer	66	Marissa Streit, Chief Executive Officer
29	Raines Feldman LLP	raineslaw.com	Legal	80	Jonathan Littrell, Managing Partner	69	Jonathan Littrell, Managing Partner
30	Origin	theoriginway.com	Healthcare - Provider	79	Carine Carmy, Co-founder and CEO	47	Carine Carmy, Co-founder and CEO
31	Amplus Group	amplusgrp.com	Healthcare - Insurance/Services	103	Satchel Kiefer, CEO	99	Lori Zern, COO
32	Cydcor	cydcor.com	Services - Other	131	Vera Quinn, CEO & President	99	Vera Quinn, CEO & President
33	Whittier Trust Company	whittiertrust.com	Financial Services - Other	197	David A. Dahl, CEO President	103	David A. Dahl, CEO President
34	Integral Group	integralgroup.com	Consulting	137	William Overturf III, CEO and President	27	Andy Reilman, Managing Principal

NOMINATE TODAY!



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FRIDAY, AUGUST 26

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SMALL COMPANIES (15 to 49 employees)							
Rank	Name	Corporate Website	Industry	Total # of US employees, full and part time	Top executive, title	Total # of LA employees, full and part time	Top local executive, title
1	Boutique Recruiting	boutique recruiting.com	Staffing	33	Innesa Burrola, CEO	33	Innesa Burrola, CEO
2	Northwestern Mutual - West Los Angeles	northwesternmutual.com/office/ca/los-angeles/49970819/financial-advisor-team/leadership	Financial Services - Other	37	Juan S Baron, CFP, CLU, ChFC - Managing Director	37	Juan S Baron, CFP, CLU, ChFC - Managing Director
3	Konnect Agency	konnectagency.com	Advertising/PR/Marketing	42	Sabina Gault, CEO	34	Tara Lopez, VP of Operations
4	Mirror Digital	mirrordigital.com	Advertising/PR/Marketing	23	Sheila Marmon, Founder/CEO	23	Sheila Marmon, Founder/CEO
5	Startr Co.	startrco.com	Advertising/PR/Marketing	15	Monica Guzman Escobar, CEO	15	Monica Guzman Escobar, CEO
6	MK Partners, Inc.	mkpartners.com	Technology	24	Mr. Matt Kaufman, CEO	24	Mr. Matt Kaufman, CEO
7	Universal Metro, Inc.	UniversalMetro.com	Construction	42	David Triepke, CEO/CFO	42	Grant Petruzzelli, President
8	Miracle Mile Advisors	miraclemileadvisors.com	Financial Services - Other	42	Matthew Granski, President	29	Mr. Matthew Granski, President
9	Structural Focus	structuralfocus.com	Engineering	20	Russell Kehl, President	20	Wayne Chang, CFO/Senior Vice President
10	Eleven Recruiting & Consulting Services LLC	elevenrecruiting.com	Staffing	22	Michael Chiang, CEO	22	Erik Gomez, Partner
11	DeciBio Consulting	decibio.com	Consulting	38	Stephane Budel, Founding Partner	27	Stephane Budel, Founding Partner
12	Danone Simpson Insurance Solutions LLC DBA Montage Insurance Solutions	montageinsurance.com	Insurance - Non-Healthcare	21	Danone Simpson, CEO	21	Danone Simpson, CEO
13	Covington Capital Management	ccmwealth.com	Financial Services - Other	26	Richard Azarloza, CEO	26	Richard Azarloza, CEO
14	Rising Realty Partners	risingrp.com	Real Estate	46	Christopher C. Rising, President	46	Mimi Liu, EVP, Finance & Accounting
15	gish SEIDEN, LLP	gishseiden.com	Accounting	40	Maureen O'Gara-Adford, Managing Partner	40	Carolyn Hansen, COO
16	Barkbus	barkbus.com	Services - Other	44	Jeff Safenowitz, CEO	30	Jeff Safenowitz, CEO
17	Gerber Kawasaki Wealth Mangement	gerberkawasaki.com	Financial Services - Other	43	Ross Gerber, CEO	43	Danilo Kawasaki, CFO
18	LBW Insurance and Financial Services	lbwinsurance.com	Insurance - Non-Healthcare	36	Mitzi Like, President/CEO	36	Mitzi Like, President/CEO
19	California Home Builders, A Division of Evenhaim Industries	calhomebuilders.com	Real Estate	47	Shawn Evenhaim, CEO	47	Kathryn Rudnick, COO
20	Freight Right Global Logistics	freightright.com	Transportation	25	Robert Khachatryan, CEO	25	Robert Khachatryan, CEO
21	Ad.net	ad.net	Advertising/PR/Marketing	39	Jon Waterman, CEO	29	Jon Waterman, CEO
22	Miller Ink	miller-ink.com	Advertising/PR/Marketing	17	Nathan Miller, CEO	17	Nathan Miller, CEO
23	Lumicity LLC	lumicity.io	Staffing	41	Jamie Gardiner, Managing Director	37	Jamie Gardiner, Managing Director
24	Murphy O'Brien	murphyobrien.com	Advertising/PR/Marketing	30	Karen Murphy O'Brien, CEO/ Chairman	30	Allyson Rener, President
25	Infrastructure Factor Consulting, Inc.	ifactor.co	Engineering	37	Brittany Dianat, CEO	37	Brittany Dianat, CEO
26	O&S CPAs & Business Advisors	os.cpa	Accounting	31	Paul P. Scholz, Managing Partner	29	Paul P. Scholz, Managing Partner
27	CGI+	cgipius.com	Real Estate	35	Gidi Cohen, CEO	31	Zion Perets, President/CFO
28	Pacific Resource Recovery (PRR)	pacificresourcerecovery.com	Other	38	Jennifer Lahoda, Co-President	38	Veeken Tashjian, Co-President
29	Studio Other	studioother.com	Other	20	Charlotte Wiederholt, President	17	Charlotte Wiederholt, President