



# WORK WONDERS

While traditional benefits still matter, companies today look to perks such as on-site food trucks, rock-climbing outings, happy hours and bake-offs to foster camaraderie among staff. In *BUSINESS NORTH CAROLINA*'s 2018 list of Best Employers in the state, several themes prevail: Many of the companies on the list emphasize team building, wellness, flexible work schedules and volunteering in the community. In its annual survey, Best Companies Group polled employees and their employers on dozens of topics, from recruiting practices to recognition programs. Topping the list are Emerald Isle-based logistics firm Transportation Impact and Edward Jones, a financial-services company based in St. Louis that employs more than 1,300 people in North Carolina.



## 1 TRANSPORTATION IMPACT

*Emerald Isle, logistics consulting*

**U.S. EMPLOYEES: 50 | N.C. EMPLOYEES: 50**



If you work for this year's top-rated employer, you can get your car detailed for free, have a stress-busting massage in the office and enjoy access to the company's beach condo. And in the summer, the office closes at noon on Fridays.



## 2 THE BROOKS GROUP

*Greensboro, sales and sales-management training*

**U.S. EMPLOYEES: 30 | N.C. EMPLOYEES: 27**



"Relaxation breaks" include scheduled chair massages and on-site yoga classes. Brooks Group employees also enjoy a variety of outings, including bowling, pottery-painting and movie nights.



## 3 VERSADO TRAINING

*Durham, life-sciences and other training services*

**U.S. EMPLOYEES: 22 | N.C. EMPLOYEES: 22**



The emphasis here is on both personal and professional growth: Working remotely is encouraged, and the company offers "sabbatical-style" flexibility for employees to pursue the arts and other callings.

## 4 VISIONPOINT MARKETING

*Raleigh, higher-education marketing*

**U.S. EMPLOYEES: 21 | N.C. EMPLOYEES: 21**



Employees are encouraged to bring their pets to work and build flexible work schedules, including working remotely. VisionPoint's office is designed for collaboration, with a "dorm room" equipped with a futon and a "library" with comfy leather chairs and ottomans for employees who wish to work away from their desks.

**100%** 100% HEALTH PREMIUMS PAID

 PROFIT SHARING

 PAID DAYS OFF  
DOES NOT INCLUDE SICK DAYS AND HOLIDAYS

 SUSTAINABLE PRACTICES

 TUITION ASSISTANCE  
INCLUDES CERTIFICATIONS, UNDERGRADUATE OR ADVANCED DEGREES

 STOCK OPTION

 TELECOMMUTING

 FITNESS FACILITIES ON-SITE

 401(K) OR PENSION PLAN

*Cities indicate company headquarters*





## 5 BERNARD ROBINSON & COMPANY LLP

Greensboro, accounting services

U.S. EMPLOYEES: 131 | N.C. EMPLOYEES: 131



From mid-May to mid-August, employees can choose to work 36-hour workweeks of 4 or 4½ days. The staff donates \$10 each month to wear jeans on "Jolly Jean Fridays," with the money donated to a community cause.

## 6 HIRENETWORKS

Morrisville, staffing

U.S. EMPLOYEES: 15 | N.C. EMPLOYEES: 15



A wellness program offers employees subscriptions to wellness apps and gym memberships, along with a meditation room to get away from their desks. Employees who meet quarterly goals earn extra paid time off.



## 7 SAMET CORP.

Greensboro, general contractor

U.S. EMPLOYEES: 179 | N.C. EMPLOYEES: 169



Fitness is a focus at this family-owned company — from exercise classes to fitness challenges with daily goals and group activities. To unwind, the employees gather at Topgolf, a bowling alley or a local bar for drinks and appetizers after work.



## 8 CHAMPION CREDIT UNION

Canton, financial services

U.S. EMPLOYEES: 83 | N.C. EMPLOYEES: 83



This western N.C. credit union stresses work-life balance, offering employees paid time off for volunteering in the community. The firm has family-oriented corporate events and relaxes a bit with casual dress days.



## 9 BAERING

Raleigh, strategic communications and brand marketing

U.S. EMPLOYEES: 17 | N.C. EMPLOYEES: 17



From scavenger hunts at the mall to team rock climbing, employees at this advertising and public-relations firm enjoy some fun perks. During the summer, they work half days every other Friday.

## 10 RED MOON MARKETING

Charlotte, marketing and creative services

U.S. EMPLOYEES: 28 | N.C. EMPLOYEES: 28



Regular team outings and happy hours lift morale at this creative firm. Recognition programs include employee of the year and awards for customer service and displaying positive energy.



## 11 FORREST FIRM PC

Durham, legal services

U.S. EMPLOYEES: 30 | N.C. EMPLOYEES: 30



Employees at this law firm stay connected through a watercooler Slack channel that allows for informal interactions. Attorneys enjoy a "work from anywhere" policy and are allowed to shift their schedules to match their work style and enhance productivity. An annual go-kart outing is another popular perk.



## 12 SIGNUPGENIUS

Charlotte, technology

U.S. EMPLOYEES: 32 | N.C. EMPLOYEES: 32



From scavenger hunts to chili cook-offs, this technology company emphasizes team building. Frequent team-appreciation lunches keep spirits up during busy months, and the company matches up to \$500 for charitable donations and mission trips.



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## 13 ELECTRIC SUPPLY & EQUIPMENT CO.

Greensboro, electrical distributor

U.S. EMPLOYEES: 90 | N.C. EMPLOYEES: 90



Holidays are a big deal at ES&E, with an employee gift exchange and the company's annual bonus program. The company just rolled out a new program allowing employees to purchase additional vacation days for a special trip or occasion, or simply to have a little more flexibility in their schedule.



## 14 JACKRABBIT TECHNOLOGIES

Huntersville, class-scheduling software

U.S. EMPLOYEES: 47 | N.C. EMPLOYEES: 47



Healthy lifestyles are encouraged at this company north of Charlotte, including departmental and company retreats that include hiking, water activities or spa days. The company emphasizes giving back to the community in ways that would be difficult for individuals.

## 15 EPES LOGISTICS SERVICES INC.

Greensboro, transportation

U.S. EMPLOYEES: 188 | N.C. EMPLOYEES: 156



Wellness is emphasized, with an on-site medical clinic, a once-a-week massage therapist and an on-site gym with free workout classes. The first EPES Olympics day, where workers teamed up to compete in various events, was an employee favorite.



## 16 HEAT TRANSFER SALES OF THE CAROLINAS INC.

*Greensboro, commercial HVAC installer*

**U.S. EMPLOYEES: 43 | N.C. EMPLOYEES: 38**



Leaders at this HVAC company give employees autonomy to do their work while providing support when needed. Other popular perks include table tennis, occasional cookouts, and lunches where employees learn about wellness and personal finance.



## 17 BULK TV & INTERNET

*Raleigh, technology*

**U.S. EMPLOYEES: 152 | N.C. EMPLOYEES: 152**



Weekly catered lunches and “flip-flop Fridays” to raise money for local charities create a fun atmosphere at this TV, internet and phone service provider. The company touts a “family comes first” culture, and employees can earn awards of paid time off.



## 18 WILMINGTON DESIGN CO.

*Wilmington, web design and digital marketing*

**U.S. EMPLOYEES: 15 | N.C. EMPLOYEES: 15**



Transparency, trust and communication are central to this company’s culture, where employees are allowed the freedom to create, improvise and experiment. Popular perks include Pizza Thursdays, monthly happy hours and holiday gatherings.



## 19 JOHNSON PRICE SPRINKLE PA

*Asheville, accounting*

**U.S. EMPLOYEES: 49 | N.C. EMPLOYEES: 49**



Wellness is the theme for this accounting firm. Along with an on-site gym, employees are encouraged to take “stressbuster” breaks for wall sits, planks and stretches. A wellness program offers screenings, individualized coaching and financial rewards.

## 20 PRACTICON

*Greenville, dental-supplies distributor*

**U.S. EMPLOYEES: 61 | N.C. EMPLOYEES: 61**



Free dental care for employees’ children is a top-rated perk at this company. Morning exercise allows employees to loosen up and relieve stress, while a daily office news feed highlights family events, weekend activities and other topics to keep staff members connected.



## 21 FALCONE CRAWL SPACE & STRUCTURAL REPAIR

*Charlotte, construction repairs*

**U.S. EMPLOYEES: 32 | N.C. EMPLOYEES: 32**



At the end of a long week, management will break out the grills on Friday afternoon for food, drinks and camaraderie among staff. A relaxation room with a salt lamp, essential-oil diffuser and floor mats offers a quiet getaway to de-stress.

## 22 CAPITAL INVESTMENT COS.

Raleigh, Financial services

U.S. EMPLOYEES: 30 | N.C. EMPLOYEES: 30



Perks at this financial firm include full or partially paid parental leave for births or adoptions and flexible hours for school events and family appointments.



## 23 ASIC NORTH INC.

Williston, Vt., engineering

U.S. EMPLOYEES: 131 | N.C. EMPLOYEES: 28



Wellness challenges aim to keep workers fit at this engineering firm, which regularly schedules fun office events such as "Pi Day pizza" and a curling outing. Employees receive 100% employer paid health, dental, disability, basic life, employee vision and a generous employer 401k contribution equivalent to 10% of the eligible earnings.



## 24 MARTIN STARNES & ASSOCIATES CPAS PA

Hickory, accounting

U.S. EMPLOYEES: 64 | N.C. EMPLOYEES: 64



Flexible work schedules are an important benefit at this company, which stresses the importance of work-life balance. Wellness is also a theme, with fitness challenges, in-office massages and the option of stand-up desks, which allow for increased circulation and blood flow.



## 25 VERIGENT

Mooresville, staffing

U.S. EMPLOYEES: 43 | N.C. EMPLOYEES: 35



In the spring, the accounting staff at Verigent have the option of working four 10-hour days to be able to take Monday or Friday off. Monthly spirit days include bake-offs and other themes.

## 26 NATIONAL COATINGS INC.

Raleigh, commercial painting

U.S. EMPLOYEES: 60 | N.C. EMPLOYEES: 25



Pets and kids are welcome at this company, which also emphasizes flexible work schedules. Another fun benefit is "serious but fun" self-defense classes.

## 27 THE MCINTOSH LAW FIRM PC

Davidson, legal services

U.S. EMPLOYEES: 52 | N.C. EMPLOYEES: 52



Along with a flexible work schedule, the firm offers tickets to employees for local performances and events. Quarterly lunches and a yearly ice cream social each August are popular perks.

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**401(K) OR PENSION PLAN**

*Cities indicate company headquarters*



## 1 EDWARD JONES

St. Louis, financial services

U.S. EMPLOYEES: 41,350 | N.C. EMPLOYEES: 1,312



After three years, any associate in good standing at this financial-services firm can be offered partnership — nearly 40% of employees are owners. The company also pays all expenses for executive MBAs for promising associates.



## 2 INSPERITY

Houston, human-resources services

U.S. EMPLOYEES: 2,700 | N.C. EMPLOYEES: 35



Team-building activities and birthday celebrations generate fun at this staffing firm. The company offers 12 hours of paid time off per quarter for volunteer service.

## 3 DAVENPORT & CO.

Richmond, Va., financial services

U.S. EMPLOYEES: 440 | N.C. EMPLOYEES: 30



Finance pros offer assistance and guidance to other employees with various seminars on topics such as investing, Social Security and Medicare. Offices close at 4:15 p.m. every Friday and before holidays.

## 4 SCOTT INSURANCE

Lynchburg, Va., risk management and employee services

U.S. EMPLOYEES: 307 | N.C. EMPLOYEES: 92



At Scott, each office has a “culture” or “fun” committee that plans activities throughout the year. The company is 100% employee-owned and offers a generous retirement contribution.



## 5 WILLIAMS MULLEN

Richmond, Va., legal services

U.S. EMPLOYEES: 427 | N.C. EMPLOYEES: 58



This fitness-focused firm pays up to 50% of gym memberships and offers bike-to-work rewards and discounts on diet and nutrition counseling. Williams Mullen also provides third-party one-on-one investment planners to its employees at no charge.

## 6 WHARTON-SMITH INC.

Sanford, Fla., general contractor

U.S. EMPLOYEES: 534 | N.C. EMPLOYEES: 26



Half-day Fridays and Wellness Wednesday breakfasts are popular perks, as are gift-card prizes for quarterly achievements and celebrations for promotions. The company sometimes provides team lunches at project sites.

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## 7 COASTAL CREDIT UNION

Raleigh, financial services

U.S. EMPLOYEES: 497 | N.C. EMPLOYEES: 497



Softball, basketball and bowling leagues promote fun and fitness. On-site flu shots and various health screenings offer convenience for employees.



## 8 BURNS & MCDONNELL

Kansas City, Mo., architecture, engineering and construction

U.S. EMPLOYEES: 5,528 | N.C. EMPLOYEES: 40



This engineering firm celebrates employee ownership each October with a monthlong celebration, including an annual pancake breakfast, a lunchbox trivia contest and more. The engineering company also promotes STEM outreach and volunteering in the community.

## 9 CYPRESS CREEK RENEWABLES

Santa Monica, Calif., renewable energy

U.S. EMPLOYEES: 543 | N.C. EMPLOYEES: 208



Wellness is promoted with midday yoga classes as well as reminders to stretch and walk about. This energy company also offers on-site personal-development and stress-management workshops and seminars.



## 10 PCL CIVIL CONSTRUCTORS INC.

Denver, construction

U.S. EMPLOYEES: 1,659 | N.C. EMPLOYEES: 77



Team-building events are infused with fun at this employee-owned construction company, including local outings to hockey and baseball games and small-group outings to escape rooms and go-kart venues. Project completions and other victories are celebrated with off-site gatherings.



## 11 PROTIVITI

Menlo Park, Calif., consulting

TOTAL EMPLOYEES: 3,600 | N.C. EMPLOYEES: 59



This subsidiary of Robert Half International Inc. offers eligible consultants paid sabbaticals of up to three months to pursue personal passions. Employees who travel extensively earn points that can be redeemed for rewards such as iPads and hot-air balloon rides or donations to charity.



## 12 TOTAL QUALITY LOGISTICS

Cincinnati, transportation

U.S. EMPLOYEES: 4,069 | N.C. EMPLOYEES: 171



All three of Total Quality Logistics' North Carolina offices offer intramural sports teams, while on-site visits from popular food trucks are also popular. The company's High Point office has a free bike service to use on nearby trails.





### 13 APPTIO INC.

*Bellevue, Wash., software*

**U.S. EMPLOYEES: 627 | N.C. EMPLOYEES: 69**



Annual events such as outings to Durham Bulls games and summer picnics for families help this staff bond. A *Shark Tank*-style contest is designed to foster innovation among employees.

### 14 ALSTON & BIRD LLP

*Atlanta, legal services*

**U.S. EMPLOYEES: 1,647 | N.C. EMPLOYEES: 233**



A job well done at this law firm could be rewarded with an on-the-spot bonus of \$100 to \$1,000. The company also coordinates frequent social gatherings and provides two days of paid time off for volunteering at local charities or chaperoning school outings.

### 15 TERMINIX SERVICE INC.

*Columbia, S.C., pest-control services*

**U.S. EMPLOYEES: 1,116 | N.C. EMPLOYEES: 359**



Perks here include flexible hours to accommodate school events or family appointments and free or discounted tickets to local entertainment and sporting events.

## CPI Security

# CPI is excited for the future



**F**or over 25 years and now at about 715 employees, CPI Security has served customers throughout the Southeast providing industry-leading alarm response through audio and video verification and connected home tech-

nologies allowing consumers to remotely control system arming/disarming, video, lights, doors and manage home energy through CPI's *inTouch* app. The company has invested millions to create one of the most advanced Monitoring Centers in the

country located in its headquarters based in Charlotte.

CPI's safe and professional work environment nurtures employee growth and development by supporting an atmosphere of learning, teamwork and rewarding goal

success along with a comprehensive and competitive benefits package.

The future is exciting for CPI as they prepare to move into their newly expanded headquarters that accommodates projected growth in employees, technology, and business footprint. The new facility, designed for teamwork and collaboration, will provide employees additional training space, an on-site restaurant, fitness center and more, truly making it a best place to work.



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## 16 CERTAINTY HOME LOANS

Plano, Texas, financial services

U.S. EMPLOYEES: 389 | N.C. EMPLOYEES: 40



Top-performing employees who achieve certain goals get the chance to attend all-expenses paid trips to destination resorts. Employees participate in an annual charity challenge — last year the company donated more than \$10,000.

## 17 CPI SECURITY

Charlotte, security and automation services

U.S. EMPLOYEES: 702 | N.C. EMPLOYEES: 584



Spontaneous rewards at this security firm might include small trinkets for your desk or home-delivered steaks. A popular event is a family fun day at Carowinds amusement park.

## 18 ALPHABEST EDUCATION

Lewisville, after-school programs

U.S. EMPLOYEES: 1,706 | N.C. EMPLOYEES: 103



School-aged children of employees can attend after-school or summer programs free of charge, and the company also offers flexible hours for staffers to attend school events and tend to family matters.

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### Electric Supply & Equipment

# ES&E's goal: creating partnerships



*ES&E has more than 90 employees at their Greensboro headquarters, along with branch locations in Apex and Rocky Mount. Management creates a company culture that engenders initiative, creativity and fun.*

Established in 1935, ES&E has a long heritage of providing superior sales, service and training for electrical products and automation. ES&E was one of the first Allen-Bradley dealers in the Southeast and remains one of the highest rated in customer service. A distributor for over one hundred of the top manufacturers within the electrical industry the company partners with over 2,000 customers to provide customized turnkey solutions, from system architecture design through installation and

post-sales support, insuring that manufacturing facilities run at optimum level.

Over 90 employees work throughout the three locations including the Headquarters in Greensboro, and branch locations in Apex, and Rocky Mount. Just as the company works to create a partnership with customers, management and employees strive to create a company culture that encourages initiative, ownership, creativity and a little fun. The benefits of this culture are in play when developing a customer solution or determining a workplace process.



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**Terminix Service Inc.**

# Not just a bug business—a people business!

**F**ounded in 1947, Terminix Service, Inc. is a locally owned and operated franchise of Terminix International. In fact, we are the largest franchise and are continually recognized among the top 10 pest control companies in the country. But don't let size overwhelm you. Our senior leadership is third and fourth generation and our employees are like family.

## Family Business

Headquartered in Columbia, S.C., we provide exceptional service through 54 branches in western North Carolina, South Carolina, and in CSRA Georgia. We invest in the people and communities where our employees live and work, and we're proud to be your neighbors.

You'll find us coaching Little League, teaching Sunday School and leading teams who volunteer their time in their local communities. Most recently, our employees built Habitat for Humanity homes, collected food and water donations for local nonprofits and walked as a team to support a colleague undergoing cancer treatment.

As a family business, we know success comes from our people. Nearly half of our employees have worked with us for more than five years, and 100% of our branch and region managers were hired from within the company.

We enjoy times of fellowship and celebration with one another through cookouts, office gatherings and family days. We also regularly recognize sales and service efforts with monthly contests, and in 2017, we had over 300 employees qualify for our annual recognition weekend beach trip.

## Commitment to Quality Service

Every day, we work together to deliver quality service that meets or exceeds our customers' expectations. We are honored



*The senior leadership at Terminix Service is third and fourth generation, and the employees at the pest control company are considered family.*

to have the trust of over 200,000 customers, and we take seriously the responsibility of professional pest management to protect the health of individuals, families and communities.

The values at the heart of our customer service also drive our internal culture. Our DNA is a combination of teamwork, trust and support, and our leadership is passionate about ensuring our services protect and enhance the living and working environments of our customers and employees.

For the fourth year in a row, Terminix Service, Inc. is proud to be listed as one of the best employers in North Carolina.



*Employees at Terminix coach Little League baseball, as well as volunteer for Habitat for Humanity and other area nonprofit entities.*





## Bernard Robinson & Company

# Balanced. Responsive. Connected.

**B**ernard Robinson & Company (BRC) is proud to be included on Business North Carolina magazine's 2018 Best Employers in North Carolina. We have gratefully been serving clients and their businesses throughout the Southeast for more than 70 years. With more than 140 employees, BRC is a leading CPA firm with top business advisors engaged in guiding middle market and private companies, not-for-profit organizations, small businesses, and government entities.

As Managing Partner Wade Pack states "We are a firm of people who care about people." This applies to our clients and team members. Beyond that, it applies to our greater community. We have a culture of caring.

Our tagline — Balanced. Responsive. Connected. — conveys our Firm's values. BRC is committed to maintaining a balanced work environment, enabling our employees to achieve their goals; to being responsive to our clients, providing them with not only options, but opinions; and to remaining connected to our communities through involvement with both professional and civic organizations.

Our social responsibility and growth led us to form a standing committee within our Firm called the BRC Council, which organizes our involvement in internal events and community activities. This Council keeps us busy, as we enjoy engaging and interacting with our greater community. We donate time and money to a variety of different organizations annually.

BRC takes care of its two most important assets. Its clients and its people. As a "Best Employer", the benefit packages, the busy season "perks" are all unique and a product of the Council's passionate work surveying employees about things they would appreciate



*Employees at Bernard Robinson participate in an Iron Chef competition, just one of the activities that engender working as a team.*

and value. Likewise, our diverse client base allows for growth and advancement in many industries and service fields and our consistent professional development and mentoring for employees is also a treasured benefit. BRC provides time for co-workers to enjoy each other's company. This is the "secret sauce" that makes our BRC team - a great connected unit.

Coincidentally, this teamwork spills over into the pride we take in maintaining long-term relationships with our clients; in fact, our first, second and third clients are still working with us today. Many of the businesses and organizations we represent have been with us for three generations of ownership.

Again, we are honored to be recognized as by Business North Carolina magazine for this distinguished honor and for anyone interested in more information on how to join the BRC Team please connect with us online, by phone, through social media or visit us at [brccpa.com](http://brccpa.com).

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**Williams Mullen**

# Excellence in teamwork and community

**W**illiams Mullen is proud to be a full-service Southeastern law firm with more than 230 attorneys and 500 total employees focused on helping grow businesses in North Carolina, South Carolina, Virginia and Washington D.C. The same values we apply to serving our clients also define our internal culture and community spirit.

## Finding Yes®

Every day, we work together in “Finding Yes” for clients and each other. We connect clients to solutions that help them succeed in today’s economy. Our leadership is hands-on, accessible and encourages excellence and execution. We regularly recognize internal efforts with monthly and annual awards, including the Spotlight Award and the Sean Miles Teamwork Award.

## Community

Our teams bike, walk, run and volunteer their time and talent to the community through various campaigns and initiatives, including a children’s book donation drive this past year. Each year, we donate more than \$500,000 to nonprofit organizations; our attorneys donate thousands of pro bono hours; we provide paid volunteer time off for community service; and we honor the employee that most demonstrates the spirit of service with our annual Community Service Award.

## Culture, Diversity, Engagement and Wellness

Our firm fosters diversity and inclusion by engaging in innovative recruiting, placement and mentoring programs. In addition to our 2L Summer



*At Williams Mullen, employees are recognized with monthly and annual awards.*

Associate program, we are in the third year of our 1L Diversity Scholarship program for first-year law students, which provides students with legal mentoring early in their careers.

This year, we were proud to achieve a perfect 100 on the Human Rights Campaign’s Corporate Equality Index, a national benchmarking survey and rating of lesbian, gay, bisexual, transgender and queer (LGBTQ) equality in the workplace. We were also proud to be one of the *Triangle Business Journal*’s Healthiest Employers of the Triangle again this year, recognizing our commitment to health and wellness in the workplace. We also provide employees with access to third-party resources for retirement and investment planning and hold lunch-and-learn seminars on topics promoting financial health.

We hold fun events, including family picnics; holiday luncheons; watermelon, Italian ice and gelato socials; Friday breakfasts; Staff Appreciation Week (superhero-themed in 2017); and office gatherings like Nacho Normal Wednesday. Our Foundation also awards university scholarships to children and grandchildren of staff members.

We’re proud of the hard work and engagement of our employees in “Finding Yes” for our clients, and we’re proud to be listed among the 2018 Best Employers in North Carolina.





## Capital Investment Companies

# Focus shines on employees and clients

For more than three decades, Capital Investment Companies has grown to be one of the largest independent financial services and brokerage firms in the Southeast. It strives to maintain the highest degree of service and support to its customers and remain committed to its corporate goal – to not be the biggest, just the best.

The company's **Ensemble Platform** offers diverse financial and investment services, allowing the firm to grow as its clients' needs grow. Capital Investment Companies' latest innovative concept is the **Carolinas Index**—an Equal Weighted Index comprised of the 75 largest companies in North and South Carolina. The Index focuses on providing a useful analytical tool for investors and analysts and is featured in the monthly edition of *BUSINESS NORTH CAROLINA*.

Capital Investment Companies remains rooted in its southern heritage and the belief that integrity, independence and innovation are the means to retaining customer loyalty and achieving corporate success. The employees think it is the way business should be done, and will continue to be done.

### The Employees

Capital Investment Companies has proudly served the Carolinas and beyond for 34 years. Headquartered in Raleigh, Capital strives to hire employees from local universities and colleges—N.C. State, Carolina, Duke and Meredith just to name a few. Working closely with local higher education connections enables Capital to have strong and loyal ties to the community. Through the **Capital Cares** campaign, employees are encouraged to support several charities throughout the year including Toys for Tots, the American Red Cross, Boy Scouts of America, Habitat for Humanity and Team Chris Combs/Project ALS.

Capital Investment Companies encourages its employees to spend time together



*Capital Investment Companies, headquartered in Raleigh, has served the Carolinas and beyond for 34 years.*

outside of the office with scheduled corporate events such as the annual corporate retreat to Myrtle Beach. Employees are recognized several times during the year with employee appreciation events, catered lunches and quarterly massages. Capital Investment Companies employee, Robin VanBurik says "When I started working at Capital, I found the employees to be happy and welcoming. After being employed for a brief time, I already feel like part of the family." Capital emboldens an environment of inclusion and fun, believing that a happy employee aids in productivity.



Sue Ellen Harrington, a 27-year employee states, "Our office has an excellent support environment that is both relaxed and professional." Employees agree that one of the bonuses of working for a close-knit organization is the ability to have a flexible schedule. Because of the cross training our employees receive, they are able to schedule personal appointments during work hours, attend their children's school functions and have the opportunity to occasionally telecommute.

Capital is fortunate to retain loyal employees for many years. The average employee tenure is 12 years. Many of the employees have been with Capital for over 16 years, creating a family-style environment. "We have a remarkable work atmosphere where employees and management care about each other. Our team is close and we work well together to make Capital Investment Companies a stand out in the field of financial services" commented Keri Eddins a 20-year employee.

### The Mission

Capital Investment Companies remains committed to satisfying the personal and corporate financial needs of their clients. Their mission is to provide the highest level of financial advice through understanding individual need and utilizing leading edge technology so that their clients and employees recognize each day that partnering with Capital was the right choice.

It is a commitment to personal care that has earned the company the privilege of working with thousands of investors who have entrusted their financial futures to Capital Investment Companies.

Securities offered through Capital Investment Group, Inc. and Capital Investment Brokerage, Inc., Members FINRA/SIPC





**Johnson Price Sprinkle PA**

# Successful collaboration is key



**J**ohnson Price Sprinkle PA knows that to accomplish its vision, team members must demonstrate relentless effort in positioning clients for long-term success. A personal service approach alongside a network of local, state, national and international resources, allows the team to provide an unyielding array of collaborative efforts. A CPA firm with offices in Asheville, Boone and Marion, JPS is an independent member of BDO Alliance USA and can draw from a vast network of extensive services. The firm has a resolute dedication to supporting each team member in achieving technical expertise, developing meaningful professional and personal relationships, and, ultimately being in position for profes-

sional and personal success. Concerted collaboration helps JPS deliver financial solutions tailored to each client while providing exponential growth tailored to each team member.

Initiatives in both community and professional engagement remain steadfast

at JPS. A belief in having a responsibility to the community emboldens the firm's collaborative efforts through time, expertise and financial resources. Team members are given paid-leave to volunteer through the firm as well as on their own. Professional leadership roles are encouraged. With intentional efforts, JPS has found successful collaboration key to not only help clients improve their financial lives but to pursue its overall mission To Be Greater by positively impacting our Clients, People, Community and Profession.

JPS has a deep commitment to always be one of the most knowledgeable, innovative accounting firms serving middle market businesses and high net-worth individuals in North Carolina. JPS >Be Greater.



**Johnson Price Sprinkle PA**



*Employees at Johnson Price Sprinkle PA are encouraged to develop professional and personal success through wellness initiatives, continued education and paid volunteer leave.*



## Scott Insurance

# Employee-owned. Forward-thinking. Client-focused.

**S**cott Insurance is anything but typical because, at its core, Scott is about people. Driven by an entrepreneurial spirit and guided by out-of-the-box thinking, Scott is more than an insurance agency – it is a group of individuals dedicated to delivering smart solutions and innovative ideas that transform businesses. As an employee-owned company, Scott is uniquely positioned to provide world-class service that defies expectations and forges strong partnerships.

Scott has been dedicated to serving the risk management needs of mid-market companies since 1864. With nine offices throughout North Carolina, South Carolina, Tennessee and Virginia, and captive operations in Grand Cayman and the United States, Scott is one of the largest independent agencies in the Southeast. Scott's expertise and services include: property & casualty insurance services, employee benefits, surety bonds, captives, health risk management/wellness, financial planning, occurrence prevention/safety and claims management.

Above and beyond products, services or programs, however, Scott is passionate about people – its employee owners, clients and communities. This passion for people sets Scott apart as a risk management service provider and as an employer.

As an employer, Scott has nurtured an empowering and rewarding culture. Scott is 100% employee-owned, meaning that every employee is an owner with a vested interest in the success of the company. The Employee Stock Option Plan (ESOP) positions the company to attract and retain premium talent while uniting and motivating employee owners to work with pride and purpose for their clients, resulting in a 95% client retention rate. The ESOP also greatly benefits individual Scott employee owners who receive annual contributions of company stock at a level that far exceeds



*Scott Insurance is 100% employee-owned, with every staff member having a vested interest in the company's Employee Stock Option Plan.*

average employer retirement contributions. Additionally, Scott employee owners enjoy a strong benefits package, schedules that promote a healthy work/life balance and a strong emphasis on health and wellness.

Scott's team is comprised of professionals who serve as business partners and advi-

sors for mid-market businesses. With a focus on creating opportunities through innovative risk management and helping organizations improve the overall well-being of their employees, Scott's unique perspective and tailored approach helps companies become stronger, safer and healthier employers.

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Greenville

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Knoxville and Nashville

### VIRGINIA

Lynchburg, Richmond and Roanoke





**Transportation Impact**

# The complete package in shipping

**T**ransportation Impact, a five-time Inc. 5000 honoree, comes from humble beginnings. In 2008, Keith Byrd and Travis Burt, both then senior-level managers at UPS, left the world's largest shipping company after nearly two decades to launch their own start-up with the mission of providing clients with the most competitive small package contracts in the country.

In those early days, the company's headquarters was nothing more than a table and chairs in the 10×20 storage closet of the Emerald Isle surf shop that Byrd co-owned. The founding partners leveraged their experience to grow the company by going door-to-door and, eventually, word began to spread about the spend management firm based in a coastal vacation town along the southernmost part of North Carolina's Outer Banks.

As the company grew, managers from other carriers joined, bringing experience from a variety of parcel, freight, and shipping backgrounds. They have helped Transportation Impact achieve sustained growth by driving measurable results to its clients' bottom lines. Today the company employs a team of more than 70 with more than 300 years of combined carrier experience, leveraging its industry savvy to drive down clients' net annual parcel, less-than-truckload, and truckload costs by an average of nearly 20%.

Transportation Impact helps clients reduce costs through small package and freight negotiation, parcel post-audit, freight audit, and freight pay services, and uses a state-of-the-art, user-friendly transportation management system.

TI is fully rooted in Emerald Isle and strives to uphold civic integrity through charitable contributions and public service.



*Transportation Impact has donated more than \$1 million for scholarships, community projects and helping families in need in and around Emerald Isle as part of its IMPACT1 initiative.*

Via its IMPACT1 initiative, the company pledges to provide 1% goodwill services, 1% of employee time, and 1% of company profit to charitable organizations. TI staff are paid for 20 hours of volunteering — 10 hours with a company-chosen charity, and 10 to use as they choose — and the company also provides monetary contributions and in-kind services to charitable organizations. TI has donated more than \$1 million toward funding scholarships and various community projects and helping families in need in the last 10 years.

In 2017, the company was honored four times: a fifth-consecutive placing on the Inc.

5000, a second-consecutive listing on both the North Carolina Fast 40 and the North Carolina Top 100 private companies, and a spot on the Inc. Best Workplaces list, as voted by TI employees. The company was also recognized for its philanthropic work in early 2018, receiving the Ovation Award in the category of Corporate Social Responsibility from CAI.

By staying true to its core values of work ethic, integrity, professionalism, perfection, and passion, Transportation Impact has developed a strong presence in its community and is among the fastest-growing businesses in the country.



**TRANSPORTATION  
IMPACT** *Ship smarter.  
Spend less.*



## Davenport & Company LLC

# Building wealth and earning trust



## DAVENPORT & COMPANY

SINCE 1863

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**D**avenport & Company is proud to be included on *BUSINESS NORTH CAROLINA* magazine's 2018 Best Employers in North Carolina list. Founded and headquartered in Richmond, Va., Davenport has branches throughout the Mid-Atlantic, including Charlotte, Greensboro, Raleigh and Sanford.

Davenport is a leading employee-owned independent financial services firm specializing in investment advisory and wealth management services, including stock and bond brokerage, Davenport Asset Management, research, financial planning, insurance, public finance and corporate finance.

For 155 years, Davenport has attracted talented professionals of integrity with a wide range of experience and expertise, who serve a broad base of individuals and families as well as municipalities, foundations, and institutions.

Davenport's Asset Management division offers five publicly available mutual funds.

Davenport is a member of the Financial Industry Regulatory Authority, New York Stock Exchange, Securities Investor Protection Corporation, Securities and Financial Markets Association, Municipal Securities Rulemaking Board and is a Securities and Exchange Commission Registered Investment Adviser.

The firm is proud to support philanthropic efforts through Davenport Shares, an entity formed to promote and recognize the volunteer service activities of its associates. Each year Davenport Shares supports a variety of charitable initiatives and promotes the use of company time and resources for community activities.

Davenport is a loyal and trusted advisor with a commitment to building wealth and earning trust for years to come.

*Davenport & Company LLC Member: NYSE • FINRA • SIPC*

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