



N2 Publishing



Hire Networks



Johnson Price Sprinkle



Blue Ridge Energies

From top left, Another day at the beach for workers at N2 Publishing in Wilmington. Hire Networks sends flowers for Administrative Professionals Day. In March, Johnson Price Sprinkle sponsors a contest for children to dribble from Asheville's center city park to the Southern Conference basketball tournament. Blue Ridge Energies raised \$13,396 through three pink "Fueling the Fight" fuel trucks. Dan and Angel Rutledge brainstorm in SignUpGenius' lounge in Charlotte.



SignUpGenius

2016 BEST EMPLOYERS IN NORTH CAROLINA SMALL-TO-MEDIUM COMPANIES (15-249 U.S. employees)

Rank	Company	Headquarters	N.C. employees	Product/service	100% health premiums paid	Profit sharing	Stock option	401(k)	Telecommuting	Flex hours	Tuition assistance	Paid days off	Average annual salary exempt*	Free food	Fitness options	Top-rated perks
1	nCino	Wilmington	152	Financial services technology	•	•	•	•	•	nr	15	\$86,000 (nonexempt)	•	Weekly free surf or paddleboard lessons, May-September	Spot bonuses for employees going above and beyond; rec room; stand-up desks; off-site work and team building during work hours encouraged	
2	ProSol	Alexandria, Va.	41	Military contractor			•	•	•	•	15	95,675	Company paid lunches		Opportunities for cash bonuses throughout the year	
3	HireNetworks	Raleigh	16	Staffing		•	•	•	•	nr	15	87,745	•	Fitness videos	Quarterly bonuses and trips for employees who go above and beyond; paid sabbaticals; quarterly department retreats	
4	MMI	Cary	17	Advertising/public relations	•		•	•	•	nr	13	nr	Bagels on Wednesdays		Half-day Fridays in the summer; extra vacation days for participation in office-wide volunteer initiatives	
5	Hill, Chesson & Woody	Durham	77	Employee benefits consulting	•		•	•		nr	17	105,000	Fresh fruit & vegetables daily	On-site boot camp twice a week and yoga once a week	Summer hours; time off to volunteer; incentive pay, performance pay and bonuses offered	
6	Epes Logistics Services Inc.	Greensboro	123	Transportation	•	•				nr	14	40,000		On-site gym with locker rooms, one free class/week at local gym	Monthly profit share offered; on-site wellness center where employees and dependents receive free medical care; on-site massage therapy	
7	Blue Ridge Electric Membership Corp.	Lenoir	161	Electric power distribution	•		•		•	•	10	nr		•	On-site nurse practitioner and incentive program to earn 'wellness dollars'; facilities with exercise equipment	
8	Heat Transfer Sales of the Carolinas	Greensboro	37	Commercial HVAC	•	•	•	•	•	•	15	65,589	Regular Lunch 'n' Learns		Time off for volunteering; charitable contribution matches; biannual cash bonuses offered	
9	VisionPoint Marketing	Raleigh	16	Higher education marketing and consulting			•	•	•	nr	14	48,578	•	Fitness challenges	Dogs allowed at work; professional development on Thursdays and Forced Fun Fridays; 'cozy room'	
10	SeiferFlatow PLLC	Charlotte	15	Law firm			•	•			15	nr	Pizza Fridays		Close at 3:30 p.m. on Fridays; monthly health reimbursement up to \$250; regular contests for cash prizes	
11	Senn Dunn Insurance, A Marsh & McLennan Agency	Greensboro	155	Insurance agency for mid-market companies		•	•	•	•	•	18	109,360		Use of training room for lunch-time fitness sessions	Beach retreat; 7.5-hour workdays; a day off for holiday shopping; elder-care assistance for employees with aging family members	
12	WIMCO Corp.	Washington	54	Construction	•	•	•	•	•	•	15	52,800	•	Flex time to exercise	On-site wellness center; annual tuition reimbursement up to \$1,500 for employees and dependents; paid sabbaticals	
13	Bernard Robinson & Company LLP	Greensboro	108	Accounting	•	•	•	•	•	nr	15	74,195	•		Flexible summer hours; paid time off to volunteer; quarterly bonuses; health care reimbursements; waffle, omelet stations during busy season	
14	McIlveen Family Law Firm	Gastonia	21	Family law			•	•		nr	14	nr	Snacks, coffee and sodas	Fitness center	Annual firm retreats; monthly and quarterly challenges for money, gift cards or days off; back-up child or elder care available	
15	Johnson Price Sprinkle PA	Asheville	51	Accounting for small to midsize companies	•		•	•	•	•	11.5	84,500	Catered meals, healthy snacks	Flex time for favored exercise schedules	Reduced workweek; on-site nutritionist; semi-retirement options; health care reimbursements; performance bonuses; YMCA corporate membership	
16	FLS Energy Inc.	Asheville	70	Solar energy provider	•		•	•		nr	10	112,500	•	Warehouse workout area	Paid time off to volunteer; quarterly fun outings; contributions to employee medical insurance; sessions with a business coach offered	
17	N2 Publishing	Wilmington	159	Neighborhood publications			•	•	•	nr	10-15	nr	Subsidized healthy vending machines	Full-time fitness instructor	Two-week paid break at the end of the year; marriage stipend; game lounge; standing desks; employer-sponsored elder-care assistance	
18	Practicon	Greenville	60	Dentistry products	•	•	•			nr	8	97,405		Trail; lunch classes; discounted membership at a nearby gym	Monthly cash awards; free dental care for dependents; paid sabbaticals	
19	Verigent LLC	Moorestville	35	IT staffing firm			•			nr	10	57,050	•	"Recess" every day with provided outdoor equipment and space	Free food opportunities; free event tickets; Forty Days of Fitness Challenge	
20	SignUpGenius	Charlotte	20	Website for volunteer and event management			•		•	nr	10	nr	Snacks/drinks		Annual match up to \$500 for mission trips and up to \$300 for nonprofit donations; regular service projects, lunches and team-building activities	
21	Electric Supply & Equipment Co.	Greensboro	91	Distributor of electrical products and services	•	•				nr	5	65,987			Monthly and annual bonus opportunities	
22	Bulk TV & Internet	Raleigh	130	Provider of DIRECTV to health and hospitality industries	•	•	•			nr	15	55,093	Weekly employee lunches	Walking trails; paid or subsidized fitness memberships	'FunTastic Fridays'; regular opportunities for cash bonuses; family-first culture	
23	Blue Ridge Energies LLC	Lenoir	39	Residential and commercial propane and oil delivery	•	•	•	•	•	•	10	nr		Exercise equipment available	On-site nurse practitioner; wellness program where employees may receive up to \$500 annually	
24	Lakeside Project Solutions	Denver	45	Facility maintenance			•	•		nr	15	nr	Company-supplied Friday lunch	On-site gym and fitness program manager	Work Hard Play Hard program to earn all-expenses-paid vacations	
25	Capital Investment Companies	Raleigh	28	Financial services			•			nr	10	nr		Reduced membership fees at area gym	Early release on Fridays; annual beach retreat; food trucks for lunch; monthly car wash and detail; Costco memberships	

nr= not reported * at the time surveys were conducted



Live Oak Bank



Shealy Electric



Sheetz



Carolina Neurosurgery & Spine

From top left, Live Oak CEO Chip Mahan rings the opening bell of the Nasdaq Stock Market, celebrating the Wilmington company's initial public offering. Every year, Shealy Electrical employees build a Habitat for Humanity house. Adam Sheetz opens the chain's 500th store with employees in Thomasville. Carolina Neurosurgery employees go rafting at the company's family picnic at the U.S. National Whitewater Center in Charlotte. Plasticard-Locktech sponsors a 5K.



Plasticard-Locktech International

2016 BEST EMPLOYERS IN NORTH CAROLINA LARGE COMPANIES (250 or more U.S. employees)

Rank	Company	Headquarters	N.C. employees	Product/service	100% health premiums paid	Profit sharing	Stock option	401(k)	Telecommuting	Flex hours	Tuition assistance	Paid days off exempt*	Free food	Fitness options	Top-rated perks
1	Live Oak Bank	Wilmington	255	Small business loans	•	•	•	•	•	•	15	\$126,000	•	On-site gym with free, unlimited classes	Bonuses paid quarterly; cafeteria; dog park; relaxed dress code; chair massages; employees outside Wilmington receive up to \$550/month for a personal trainer
2	Davenport & Company LLC	Richmond, Va.	34	Investment firm		•	•	•			15	nr	•	Gym membership discount	Reduced summer hours; highest producers qualify for an annual Presidents Day weekend getaway; contributes to employee medical insurance
3	Burns & McDonnell	Raleigh	30	Engineering firm			•		•	•	15	89,440	•	Gym membership discount	Company matches employees' charitable gifts; regular awards that can be exchanged for gift cards; wellness program provides up to \$80/month to qualified participants to offset health costs
4	PCL Civil Constructors Inc.	Tampa, Fla.	29	Commercial construction	•		•		•	nr	15	90,000		Lunchtime yoga; fitness competitions	Employee-owned; annual health reimbursements up to \$200 and wellness screening; long-term bonus available for longtime employees
5	Edward Jones	Louisville, Ky.	1,171	Financial services	•		•	•	•	•	10	198,370	•		Half of associates are owners; opportunities to earn all-expenses-paid trips; health reimbursements up to \$1,560; tuition paid for key associates to earn an executive MBA
6	Total Quality Logistics	Cincinnati	137	Freight brokerage	•		•	•		•	10	53,108	•	Gym membership discount; football, corn hole and scooters in Raleigh and Charlotte offices	Games, pingpong and foosball; welcome package for children of new employees; annual tropical retreat for top sales staff; standing desks
7	Alston & Bird LLP	Charlotte	224	Law firm	•		•	•	•	•	29	215,301	First Friday breakfasts; fruit offered in breakroom	Gym membership discount; yoga Tuesdays; walking trails, basketball, volleyball at Durham office	Two paid days off to perform volunteer work; tuition reimbursement at all staff levels; backup day care services and concierge services; "spot" bonuses up to \$1,000
8	Williams Mullen	Richmond, Va.	75	Law firm	•		•			nr	15	155,723	Friday breakfast	Gym membership discounts; on-site yoga	401(k) contribution to all eligible employees, not just participants; college scholarships to eligible children and grandchildren of employees
9	Sheetz Inc.	Altoona, Pa.	2,100	Convenience store chain		•	•		•	•	9	52,643	•	Wellness center at Burlington distribution center	Eligible employees automatically enrolled in a stock ownership plan; quarterly bonus for all employees; tuition discounts at more than 13 colleges and universities
10	Shealy Electrical Wholesalers Inc.	West Columbia, S.C.	143	Electrical solutions	•		•		•	•	10	nr		On-site gym at Charlotte office	Chaplain service; nurse comes onsite to work with employees one-on-one; giveaways throughout the year for gift cards and extra vacation days
11	Penn National Insurance	Harrisburg, Pa.	124	Business, auto and home insurance	•		•	•	•	•	17	77,029		Gym membership discount	Paid time off to volunteer; several opportunities for bonuses, including awards ranging from \$100 to \$1,600 to employees who complete certain continuing education programs; chair massages; pet insurance
12	Bank of North Carolina	High Point	601	Financial services			•			nr	20	102,444	•		Annual corporate retreat; restricted stock awards; party deck at the Durham Bulls baseball stadium
13	Charlotte Eye Ear Nose & Throat Associates PA	Charlotte	601	Health care provider	•	•	•		•	nr	15-45	76,300		Wellness challenge	Interest-free loans through an employee-assistance fund; earned time plan allows employees to cash out and carry over the balance; reimbursements for certain certifications and licenses
14	Carolina Neurosurgery & Spine Associates	Charlotte	394	Health care provider	•		•	•	•	•	21	212,012	•	On-site classes and gym	Paid time off may be rolled over; wellness coordinator; volunteers care for children in the Dominican Republic; identity-theft protection
15	CPI Security	Charlotte	488	Home security	•		•	•	•	•	19	78,560	Luncheons throughout the year	On-site gym; reimbursements to YMCA and other local gyms	Paid Presidential Leadership Club trip to reward top performers; biweekly, monthly and annual bonuses available; ice cream in summers
16	Terminix Service Inc.	Columbia, S.C.	361	Pest control	•		•			nr	5	nr	Regular recognition and team-building lunches		Annual awards weekend at Myrtle Beach; laundered uniforms for field personnel; regional auctions where employees purchase items with "money" earned through sales and service
17	EnPro Industries	Charlotte, Texas	90	Manufacturing			•	•	•	•	15	nr	•	YMCA discount; annual fitness reimbursement up to \$300	Stock awards for key employees; spot bonuses up to \$1,500; daily group walks encouraged; cash incentives to employees and spouses in pedometer program; relaxation chairs and meditation area
18	Plasticard-Locktech International	Asheville	370	Manufacturer of hotel keycards			•	•	•	•	nr	10	65,869	Wellness lunch and learns	Companywide gift cards for record-breaking events; Carolina Panthers suite tickets for all employees with no disciplinary actions in the last six months; winter recess
19	McAngus Goudelock & Courie LLC	Columbia, S.C.	131	Law firm for insurance industries	•	•	•		•	nr	15	81,138	•		Discounts on medical premiums; annual health risk assessment; quarterly happy hours
20	FULL Creative	Portland, Ore.	97	Software development			•	•	•	nr	5	nr			Employees schedule their own hours; online training university

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