In today’s competitive business environment, companies have to go above and beyond in order to recruit and retain top talent. In *Business North Carolina’s* 2020 list of Best Employers in the state, companies are thinking outside of the box to offer their payroll creative perks such as unlimited paid time off, ugly Christmas sweater competitions, a monthlong Oktoberfest celebration, on-site yoga classes, free tickets to local sporting and arts events, and trips for top performers. 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 The Brooks Group, a Greensboro-based sales-training company; Hickory-based accounting firm Martin Starnes & Associates; and Edward Jones, a financial-services organization based out of St. Louis. Employment numbers are as of Jan. 1, 2020.
The Brooks Group  
Greensboro, sales training  
U.S. Employees: 32 | N.C. Employees: 32

The company encourages work-life balance with unlimited PTO and fun activities such as bowling, yoga and food truck Fridays during work hours. Employees are treated to a special catered breakfast once a month.

Blackman & Sloop  
Chapel Hill, accounting  
U.S. Employees: 36 | N.C. Employees: 36

Workers stay connected with monthly socials, happy hours, potluck lunches and outings to bowling alleys and Frankie’s Fun Park. The company’s wellness committee promotes initiatives such as walking challenges, spin class, yoga and boxing classes.

Independent Insurance Agents of North Carolina  
Cary, nonprofit  
U.S. Employees: 31 | N.C. Employees: 31

The nonprofit’s matching gift program will match civic, educational or cultural affairs charitable donations by an employee up to $500 annually. Summer outings to venues such as an arcade and baseball games keep workers connected outside the office.

Mackenzie Ryan  
Raleigh, staffing  
U.S. Employees: 18 | N.C. Employees: 18

The staffing company hosts a variety of fun employee events throughout the year including Work Olympics, Get Active Week, workday cookouts and a day of service.

Lynch Mykins  
Raleigh, engineering  
U.S. Employees: 37 | N.C. Employees: 18

Lynch Mykins’ Raleigh office includes a “burnout room” that can be used as a lactation room or a private space to decompress. Each employee receives 16 hours of paid volunteer hours to give back to the community.

Johnson Price Sprinkle  
Asheville, accounting  
U.S. Employees: 49 | N.C. Employees: 49

The accounting firm celebrates its payroll’s diversity with Heritage Day events including a potluck where employees can share a special dish that reflects their family history. Holiday gatherings entail an ugly sweater contest in December and a Halloween costume competition.

Nottingham  
Rocky Mount, financial services  
U.S. Employees: 33 | N.C. Employees: 33

Each October, workers celebrate a monthlong Oktoberfest celebration with a themed costume competition, prizes and food. Employees hankering for an afternoon snack have access to a coffee and espresso machine and a popcorn maker in the office kitchen.
Workers bond over teambuilding activities such as ax throwing, yard games including cornhole and darts, and shooting pool. Versado offers two unique holidays specific to the company values: Vee Day — named after the company mascot — on Feb. 24 and You Do You Day on Aug. 17.

The company warehouse is a place for employees to kick back, with pingpong and foosball tables, disc golf and a keg of beer for after-work relaxation. Incentives such as dinners, team outings, free breakfast and lunches, gift cards, and bonuses are awarded to workers when weekly, monthly and annual goals are met.

One Friday per quarter, employees participate in a fun activity during normal working hours, including playing games, going bowling and volunteering for local nonprofits. The company offers monthly lunch-and-learns that focus on professional development, problem solving and presentation skills.

Capital Investment Cos. keeps things relaxed with a quarterly on-site massage therapist, monthly on-site yoga classes and an annual corporate beach retreat. The company also hosts bingo, ugly Christmas sweater parties and potluck lunches throughout the year.

Employee wellness starts in the office, where workers have access to stand-up desks, exercise balls and yoga mats. The marketing company takes time to celebrate its team with “Pizza Thursdays,” work anniversary and birthday parties, happy hours, and fun outings.

The company offers complimentary Durham Bulls and DPAC tickets for employees to share with clients, family and friends in addition to full YMCA memberships for employees and their families. Attorneys have work-from-anywhere and open PTO policies.
**Zoe Dental**  
Asheville, health care  
U.S. Employees: 29 | N.C. Employees: 29

Massage chairs are provided to help relieve employees’ mental and physical stress. The company often hosts surprise catered lunches and organizes games of Minute to Win It during lunch breaks.

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**Howard, Stallings, From, Atkins, Angell & Davis**  
Raleigh, legal  
U.S. Employees: 32 | N.C. Employees: 32

The law firm celebrates its employees with a bimonthly birthday celebration, holiday gatherings, and a formal December holiday party biannually.

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**Essentia**  
Charlotte, telecommunications  
U.S. Employees: 32 | N.C. Employees: 15

Essentia was named a top 10 small cell consulting/services company by Telecom Tech Outlook magazine in 2019. To welcome new employees, the company surprises them by mailing a handwritten “welcome” note from the CEO and a $100 gift card.

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**Accelerated Technology Laboratories**  
West End, software  
U.S. Employees: 44 | N.C. Employees: 28

The software company knows how to blend work and fun with an annual bonfire and luau, holiday parties, a chili cook-off and themed potlucks.

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**Verigent**  
Huntersville, staffing  
U.S. Employees: 48 | N.C. Employees: 48

The staffing company throws monthly spirit days that include fun activities such as a Halloween costume contest, holiday decorating and chili cook-offs. Top performers in each department are eligible for rewards trips — a five-day vacation paid for by the company.
<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Category</th>
<th>Location</th>
<th>U.S. Employees</th>
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<td>Hickory, accounting</td>
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<td>Transportation Impact</td>
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<td>Skookum</td>
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<td>Garner, technology</td>
<td>U.S.</td>
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<td>Bernard Robinson &amp; Co.</td>
<td>Greensboro, accounting</td>
<td>U.S.</td>
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<td>Parrish and Partners</td>
<td>Columbia, S.C., engineering</td>
<td>U.S.</td>
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<td>22</td>
</tr>
</tbody>
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Typically, neck and shoulder massages are available to employees during tax and audit seasons to help relieve stress. Community service is a priority: Employees recently participated in the NACPA 100 Days of Service and performed more than 240 acts of kindness in three months, wrapping up with a blanket drive for the Hickory Soup Kitchen.

Quarterly events such as laser tag, a fishing competition, scavenger hunts and pool parties allow employees to bond outside of the office. Last year, the company participated in a Polar Plunge and a companywide barbecue fundraiser to raise thousands of dollars for several charitable organizations.

Employees show off their baking chops through a Nailed It-style cookie-decorating contest. Skookum offers free lunches to workers on Fridays, free haircuts and quarterly massages.

Monthly company events include Office Olympics, a cooking competition, a company picnic, a mud run, renting out a movie theater and a chili cook-off. Organized fitness activities such as early morning gym sessions, outdoor runs, pingpong matches and lunchtime flag-football games keep workers healthy.

An employee picnic is held every year at Tweetsie Railroad for retirees, disabled and active employees and their families. The company encourages community outreach through sponsored activities including volunteering for local projects and organizations.

Workers take part in themed lunches, various company outings and activities throughout the year including a Halloween costume contest, ugly sweater competition and a holiday-themed Family Feud game.
Family fun outings, group excursions out of the office, an on-site fitness center, and its flex-time policy are just a few of the ways that WIMCO keeps its employees happy. The company’s superintendents have the opportunity to go on an annual fishing trip at N.C.’s Crystal Coast.

The technology company is 100% remote but stays connected with virtual activities and getting-to-know you games on a Slack channel. Jackrabbit acknowledges employees’ birthdays with a $25 gift card.

Each fall, the company puts on a Personify Olympics that includes a field day, scavenger hunt, trivia, and other teambuilding activities. Monthly wellness seminars bring in therapists, dietitians and physical therapists to speak about employee wellness.

Employees collected more than 5,000 toothbrushes, tubes of toothpaste, socks, soaps and boxes of pasta as part of its annual United Way campaign and food and toy drives. A longstanding tradition is the holiday party, where Santa delivers gifts to employees’ children and grandchildren.
13 ASIC North
Williston, Vt., engineering

U.S. Employees: 79 | N.C. Employees: 19

Employees say ASIC North has great benefits including flexible hours to balance work and family life. It also hosts regular company outings to venues such as bowling alleys and Drive Shack.

14 Champion Credit Union
Canton, banking

U.S. Employees: 94 | N.C. Employees: 94

Champion Credit Union offers employees a workplace wellness program, on-site health fairs, casual Fridays, monthly birthday celebrations and a holiday season that includes an annual bonus and a Christmas party with dinner and prizes.

15 Epes Logistics Services
Greensboro, transportation

U.S. Employees: 205 | N.C. Employees: 160

Cornhole tournaments and pingpong, creative snack, Halloween costume, ugly sweater, and gingerbread house contests keep employees engaged at the office. Workers get into the holiday spirit in December with a secret Santa gift exchange, photo booth, creating Christmas cards for veterans, collecting donations for Toys for Tots, a hot chocolate bar and a visit from Santa.

16 National Coatings
Raleigh, construction

U.S. Employees: 150 | N.C. Employees: 33

Employees enjoy free tickets to local events, casual workday dress, getting together for Friday lunches, a special Christmas dinner and relaxing at the company’s pool parties.

17 Consumer Education Services
Raleigh, financial services

U.S. Employees: 67 | N.C. Employees: 67

The company has a “stress free zone,” which is a space for workers to take a breather. Weekly gift card raffles, discounted gym memberships and company cookouts keep employees happy and healthy.

18 Copiers Plus
Fayetteville, technology

U.S. Employees: 51 | N.C. Employees: 51

The third-generation family business offers reimbursement for as much as 50% of training or education if it’s deemed to benefit the company and offers payments for leads provided by workers.
Edward Jones
St. Louis, financial services
U.S. Employees: 45,085 | N.C. Employees: 1,478

Edward Jones, named No. 7 on Fortune magazine’s Best Companies to Work for in America list in 2019, toasts its employees’ achievements with local sporting tickets giveaways, ice cream socials and casual “Jean Days.” A full-time development trainer hosts two monthly leadership-development classes for employees.

Davenport & Co.
Richmond, Va., financial services
U.S. Employees: 445 | N.C. Employees: 30

Every day feels like a party at the financial-services company, which sponsors events to celebrate holidays such as National Stress Awareness Day and National Donut Day. Fun office traditions include an “Elf on the Shelf” contest with a grand prize drawing for a $500 donation to the employee’s charity of choice.

Williams Mullen
Richmond, Va., legal
U.S. Employees: 446 | N.C. Employees: 65

The law firm celebrates its employees with a family cookout at Raleigh’s Milburnie Fishing Club. The party includes fishing, kid-friendly games and Halloween mask making. The staff enjoys weekly on-site yoga classes that are reimbursed through a healthy living allowance.

Samet Corp.
Charlotte, construction
U.S. Employees: 253 | N.C. Employees: 220

To help employees stay physically fit, Samet offers workplace yoga, basketball and a walking club.
5. Protiviti
Menlo Park, Calif., consulting
U.S. Employees: 3,000 | N.C. Employees: 74

The company’s social committees organize happy hours, dinners, activities and outings to local sporting events. Different offices celebrate Employee Appreciation Day with gift cards, catered breakfasts, mini massages, happy hours, champagne toasts and carnivals.

6. Insperity
Kingwood, Texas, services
U.S. Employees: 3,400 | N.C. Employees: 40

Insperity provides employees with 12 hours per quarter of paid time off for service. It recognizes employees’ hard work with birthday celebrations and teambuilding activities.

7. Goldberg Segalla
Buffalo, N.Y., legal
U.S. Employees: 759 | N.C. Employees: 30

Workday gatherings range from afternoon ice cream socials to holiday activities such as pumpkin carving and ornament decorating. The company’s annual Spirit Week includes themed dress-up days, a trivia and haiku contest, food, prizes and a happy hour.

8. Burns & McDonnell
Kansas City, Mo., engineering, construction, architecture
U.S. Employees: 6,639 | N.C. Employees: 47

Through the employee stock ownership plan, workers own 100% of Burns & McDonnell. The company celebrates Employee Ownership Month in October with an annual pancake breakfast, treat day, family-friendly trick-or-treating and a trivia competition.

9. Total Quality Logistics
Cincinnati, Ohio, transportation
U.S. Employees: 5,000 | N.C. Employees: 207

The company’s personal day policy includes eight hours of volunteer work that employees can use for community service. The culture team plans fun bonding activities such as Minute to Win It games and golf outings.
10 Gallagher
Rolling Meadows, Ill., insurance services
U.S. Employees: 17,500 | N.C. Employees: 140

Once a month on Wellness Wednesdays, employees are given access to a free yoga session on-site, free specialty coffee and healthy smoothies from a food truck. The company’s Glue Crew “culture” committee organizes fun events throughout the year, including movie afternoons, Thanksgiving potlucks and family day.

11 CBIZ Flex-Pay
Roanoke, Va., human capital management
U.S. Employees: 329 | N.C. Employees: 91

Company celebrations include a holiday tree trimming, Thanksgiving potluck, Halloween pumpkin carving and costume contests, Team Jersey Days with a tailgate party, and team and milestone lunches at project sites. The company also hosts kickball tournaments, 5K races, pingpong matches and wellness fairs and seminars.

12 Wharton-Smith
Charlotte, construction
U.S. Employees: 631 | N.C. Employees: 34

The company celebrates National Payroll Week and Customer Service Appreciation Week with games, snacks, movies in the training room and raffles. At its annual Summer Field Day, employees can participate in outdoor games, a dunk tank, ice-cream truck and raffles.

13 Terminix Service
Columbia, S.C., pest control
U.S. Employees: 1,098 | N.C. Employees: 358

Whether playing cornhole, walking laps around the grounds or playing office Minute to Win It, employees take time to step away from their desks to alleviate stress. For its 70th anniversary, the company teamed up with Habitat for Humanity to give back to the community.
South State celebrates year-round with a bracket contest for March Madness, a Super Bowl party in February, Easter egg hunts, Halloween costume contests and “Festive Fridays” in December. The company’s laid-back dress code encourages employees to wear relaxed business casual and jeans during the workday.

In 2018, Coastal Credit Union implemented Standout, a web-based platform that helps employees identify their strengths and enables managers to assign work that matches those strengths. The company also has the Coastal Cares program, which helps employees through temporary hardships.

CSI ushers in new employees with a welcome gift, including a company backpack, tumbler and tech kit and hosts holiday parties and employee-appreciation events such as cookouts and catered lunches.

Workers show their competitive spirit through pingpong and dodgeball tournaments, in-office laser tag and company cook-offs. N2 also offers financial assistance through its First-Time Homebuyer Program ($7,000 for a down payment), pediatric-care memberships, and more.
Fayetteville Public Works Commission
Fayetteville, utilities
U.S. Employees: 663 | N.C. Employees: 663

Workers stay active with physical activity classes such as CrossFit and yoga and by using the on-site wellness center and walking trails. The company recognizes its workforce with an annual family picnic for its more than 600 employees.

IEM
Morrisville, consulting
U.S. Employees: 540 | N.C. Employees: 78

Flexible work hours and a casual dress code keep staff happy at the consulting company. Annual celebrations include an ugly sweater competition, Thanksgiving feast and a March Madness event for employees.

IEM Is Building a Safe, Secure and Resilient World

IEM’s mission is to build a safe, secure and resilient world. We work closely with clients around the world to improve disaster preparedness, response, and recovery and strengthen homeland defense, counter terrorism, public health, cyber-security, and public agency performance. We create science-based tools, technology and strategies that help achieve measurable results—saving lives, reducing costs, increasing efficiencies, and improving decision making. The largest woman-owned business of its kind, IEM was founded by current CEO Madhu Beriwal in February of 1985, and was one of the first companies in the world to focus exclusively on emergency management.

We work closely with clients around the world to improve disaster preparedness.
Independent Insurance Agents of North Carolina

Passion for Helping & Culture Go Hand in Hand

IANC, an industry trade association, is the largest and most active voice of independent insurance agents in North Carolina. We are proud to serve as the unrelenting advocate and strategic business partner for over 950 Trusted Choice® agency locations across the state, providing them with consulting services, professional development, insurance coverages, lobbying and more. Our staff is passionate about helping our members succeed and exemplifies “The IIANC Way” of integrity, professionalism, innovation, collaboration, initiative, and responsiveness in all that we do. We promote a healthy work-life balance and positive, fun company culture that motivates our employees to excel.

Collaboration, helping others succeed and fun are essential parts of IIANC’s employee culture.

Johnson Price Sprinkle PA

JPS takes initiative to protect its employees and clients

J ohnson Price Sprinkle is a CPA firm that takes initiative. With COVID-19’s abrupt descent in March, this WNC accounting firm was a forerunner in taking action to protect the well-being of its staff, clients and community. Almost overnight, all 3 offices (Asheville, Boone, Marion) successfully converted to working remotely while in its busy tax season.

Throughout 2020’s pandemic upheaval, JPS has taken a leading role in providing its clients and community with information on updated, relevant laws and guidelines as well as keeping its staff regularly updated through emails and videos.

Taking initiative is woven into the fabric of this WNC accounting firm that provides closely-held, small to middle market businesses with advisory, tax, assurance and technology solution services.

Need help? Contact JPS.

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C lean energy for future generations and helping the people they serve – two cornerstones of the vision that helps make Blue Ridge Energy one of North Carolina’s leading employers. The parent company is a member-owned electric cooperative serving its members with affordable, reliable electricity without garnering a profit. Blue Ridge Energy includes a propane and fuels subsidiary that serves an area beyond the footprint of the cooperative and includes product showrooms in five counties. Combined, the Blue Ridge Energy companies offer a complete one-stop energy resource.

Cooperative member-owners serve on the Board of Directors, steering the organization in a direction that maximizes value to local communities. The Blue Ridge Energy Members Foundation is also a reflection of the culture that focuses on helping local people.

Blue Ridge Energy’s culture is powered by a heart for service combined with progressive low carbon energy resources that are provided at the lowest possible cost.

Company culture links success with strategies that attract the best employees to help operate the electric cooperative plus its propane and fuels and middle-mile fiber subsidiaries.

Employees are involved in community activities including economic development, education, health assistance; health care, emergency response and other quality of life initiatives.

Employees enjoy competitive compensation levels that include incentives based on a balanced scorecard of performance goals set in reliability, member/customer service, safety and controlling expenses.

Employees utilize wellness programs with on-site nurse practitioners; strong employee development programs including mentoring and succession planning; tuition reimbursement; family-friendly benefits; and retirement benefits.

A culture where employees are key and delivering nothing but their very best has resulted in consistently ranking among the nation’s top best performing electric utilities for customer satisfaction and reliability. Employees consistently say that being at Blue Ridge Energy means being a member of a family – a family united in uplifting the lives of its members.

Blue Ridge Energy is proud to receive North Carolina’s “Best Place to Work” recognition for the fourth time.

The company was also globally recognized in 2012 as a winner of the Palladium Group’s Balanced Scorecard Hall of Fame, which recognizes organizations achieving breakthrough performance outcomes through outstanding strategy execution.
Bernard Robinson & Company

BRC Leads the Way for CPAs

The entire Firm (over 180 people) at BRC’s Annual Holiday Luncheon celebrating the holidays and the closing of 2019 with annual service awards, retirements, & promotions.

BRC is a Certified Public Accounting and Advisory firm with offices in Greensboro, Charlotte, Raleigh, Winston-Salem, Dunn, and North Wilkesboro, NC. The Firm’s commitment includes: maintaining a balanced work environment enabling employees to achieve their goals; being responsive to clients providing them with not only options, but opinions; and remaining connected throughout all communities by personal and far-reaching involvement in professional and civic organizations. BRC has strong ties to each community in which it operates with partners and associates possessing many years of experience and relationships within the accounting industry.

Technical knowledge and client service are foremost to BRC (Bernard Robinson & Co.). This means the Firm is able to offer guidance that is tailored to meet the specific needs of clients. BRC provides each client with direct access to all team members with communication being crucial to the Firm’s success.

Finally, by operating as a leading CPA firm with top business and industry advisors, BRC is engaged in supporting today’s middle market and private companies, not-for-profit organizations, small businesses, government entities, families and individuals. BRC possesses several dedicated teams to focus on unique industry sectors and is widely known for its best-in-class service delivery across North Carolina, the Southeast and nationally.

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Davenport is an independent, employee-owned firm, founded in Richmond, Virginia in 1863. Since our founding, we have experienced nearly every kind of financial market and we have learned the importance of balancing stability and innovation in a dynamic environment. We recognize that there is more to our business than delivering high-quality financial services; it is about building meaningful relationships. Our more than 425 associates, across five states, maintain a discipline of putting our clients’ needs ahead of our own and delivering products and services that meet their goals.

We offer a comprehensive set of resources including financial and retirement planning, asset management, stock and bond brokerage, research, public finance, and corporate finance. Our boutique money management division, Davenport Asset Management, has emphasized long-term investing across a variety of disciplines in separately managed accounts for more than 30 years, and offers five publicly available mutual funds, recently recognized in the New York Times and Wall Street Journal.

We are committed to the communities in which we live and work. Davenport Shares, our employee-run philanthropic initiative, actively supports local organizations and dedicates company time and resources to projects that enhance the vibrancy and quality of life in our communities.
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Fast-Forwarding Telecom. And Careers.

At Essentia, we're setting the pace for telecom — innovating beyond legacy processes with next-level tools and technology. From Fiber to Small Cell, we're connecting carriers to 5G faster, smarter, and more efficiently than ever before.

Based in Charlotte, N.C., we have planted roots across the country with remote offices and teams united by a dynamic culture. At the core of any successful network you’ll find great people. And we believe we’ve found the best. These bold entrepreneurs, experienced operations leaders, and savvy minds in fields from engineering to finance rally around a shared purpose: connecting everyone, everywhere to a better way of life. This purpose is buoyed by three unique qualities that define who we are and what we do.

• **Trust:** This cornerstone of our client relationships is first shaped and strengthened in our employee relationships.
  - **Expertise:** We hire the best and brightest, then stoke ongoing development so that our subject matter expertise is both an asset for carrier clients and a competitive advantage.
  - **Speed:** We're empowering our workforce with the tools and autonomy needed to innovate beyond the standard or known best practices. Our aptly named eSpeed platform — a proprietary system comprising software, hardware, apps, and tools — accelerates workflows while dialing in accuracy across the fiber and small cell value chains.

At Essentia, we're taking a Silicon Valley-inspired approach to disrupt telecom with a focus on automation and high-tech tools. Taken in tandem with turnkey solutions and an integrated service operation, we're pointing the industry toward a smarter way to wireless.

We invite you to learn more, whether you’re looking to advance your network or career at the speed of ‘e’.

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Essentia's team is built on trust, speed, and expertise. Lindon Hayes (left), Gina Laurence, and Mark Frazier are among the company leaders.
At the Fayetteville Public Works Commission, we believe in the power of our people to make a difference in our community.

From line workers to water treatment plant operators, customer service representatives, engineers, IT professionals, fleet staff …every role is important at Fayetteville’s Hometown Utility. We have provided essential utility services for more than a century, rank as the 36th-largest Public Power Provider in the United States and proudly serve our neighbors and the Fayetteville community that we call home.

It takes a team of dedicated professionals to provide award-winning, reliable electric, water, and wastewater services to customers around the clock, day in and day out. Our team is there in the best of times and the worst, including hurricanes, ice storms, flooding and even global pandemics. Fayetteville PWC rises up. Without hesitation. And always with our customers in mind.

What makes PWC a great place to work?
* Company pride and reputation. Our 600+ employees take pride in the quality, essential services that we provide and our community counts on. Our utility has been recognized at all levels – locally, statewide and nationally – for its operations, service reliability, innovation, sustainability and community involvement.
* Competitive pay and outstanding benefits. In addition to attractive compensation plans, we offer optimal health insurance packages, flexible spending accounts, 401(k)-retirement plan, and an array of other voluntary benefits. Ask us about our flexible work schedules and work-from-home opportunities, too.
* Opportunities to excel and advance. Our company culture is true to rewarding excellent performance and providing advancement opportunities.
* Staying healthy. Our Healthy Living Program comes with not only physical and mental perks, but also financial incentives. Wellness initiatives include on-site exercise classes and fitness challenges, such as CrossFit, yoga and walking trails. PWC also offers on-site medical services. For employees who desire healthy food options without leaving campus, there’s even a convenient Lunch at Work! Program that features local businesses.
* Always learning. Tuition assistance is an option for those who are looking to expand their education. Also, to ensure a future workforce, employees help train and develop youth via partnerships with local universities, schools, STEM and college interns.
* Giving back. From the arts to educational events, volunteer opportunities abound for employees to be involved throughout the year. PWC takes pride in being a good neighbor, supporting 500+ nonprofits and community organizations annually.
* The “little things” really are the big things. We’re all about celebrating your successes and life in general. We’re big on Service Awards, recognition ceremonies and everyone coming together at our annual family picnic.

Pardon the pun, but PWC is all about positive energy – and keeping our essential utility services flowing.

To learn more about Fayetteville’s Hometown Utility or joining the PWC team, visit www.faypwc.com.

Fayetteville Public Works Commission employees are your good neighbors dedicated to providing safe, reliable essential services.
IN NORTH CAROLINA, SMALL BUSINESS IS BIG BUSINESS. BUSINESS NORTH CAROLINA is looking to find the best Tar Heel small businesses.

2020 marks our 25th year of honoring the contributions small businesses make to our state’s economy. The winners will be profiled in the December issue and honored at an awards luncheon.

We ask for your help to find the small businesses that best represent North Carolina. Please submit your nominations by July 20, 2020.

Go to businessnc.com/smallbusiness for online nomination forms or fill out this form and email or mail it to us, using the information below.

You may nominate as many companies as you wish, but they must be:

- Smaller than 100 employees
- Based in North Carolina
- Independently owned with at least one owner active in the business
- In business for at least five years

**Nominee Information:**

Company name: _______________________________________________________________________________________

Contact person: _____________________________________________ Title: __________________________

Address: _____________________________________________________________________________________________

____________________________________________________________________________________________________

Phone number: _____________________________________________ Email (if available): ____________________

**Your Name:**

Company: ____________________________________________________________________________________________

Email: _____________________________________________ Phone number: ______________________

We mail entry forms to the nominees so they have the opportunity to provide more information about their companies. Visit businessnc.com/smallbusiness for more details.

**Nominations must be received by July 20, 2020.**

Go online to businessnc.com/smallbusiness or mail to: Small Business of the Year, BUSINESS NORTH CAROLINA, 1230 West Morehead Street, Suite 308, Charlotte, NC 28208. If you have questions, call Jennifer Ware at (704) 927-6272 or email jware@businessnc.com.

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