

## 2017 Best Places to Work

To many employers, benefits, bonuses and other financial perks are the “table stakes” that everyone offers their employees. So how can a company stand out in an employer field crowded by yesterday’s benefits packages?

Many of this year’s Best Places to Work honorees have long known that to become an employer of choice, able to lure the market’s brightest talent, they must do more.

Broader educational and training programs, stronger mentorship efforts, robust fitness programs and team-building events are rising in popularity.

So, too, are flattened and transparent organizations where CEOs and senior executives have almost daily contact and conversations with the rank and file, including new hires.

The goal is to create the best workplace to attract and retain the best employees in the marketplace. In one example, the company rewards employees targeted by – but who declined – headhunters.

So read on to discover what makes today’s best places to work truly the best in the marketplace.

Thanks to the businesses that submitted nominations. Quantum Workplace surveyed the companies’ employees — who filled out the questionnaires anonymously — and then ranked them.

Thanks also to our sponsors AvMed, Comcast Business, Quantum Workplace, Tri-Rail, JM Lexus and Signature Grand for their support.

This year’s honorees – 45 companies in all – were feted at a Feb. 16 luncheon event at Signature Grand in Davie.

Join us in congratulating this year’s crop of Best Places to Work!

### Large Companies

#### #2 - The Revenue Optimization Companies

**30-second cocktail party pitch:** Our company model is diverse, with lines of business focusing on wireless sales, repairs and IT technology that enables companies to be successful. Thereby the work is really interesting. When employees walk through the door, they are encouraged to think about what is possible and are required to challenge the norm and question why things are done in a certain manner.

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Nothing is taboo or off limits in order to make the business stronger. Employees are expected to reimagine working in an environment that thrives in times of change and celebrates wins and understands losses as a team.

Employees come to realize it's refreshing to work in a place where co-workers reach their hand out to help you be successful – and also to catch you when you are falling.

T-ROC continually hosts celebrations that bring employees together. The company's monthly and annual awards recognize top performers and employees who truly embody the T-ROC culture.

The company's diverse lines of national business allow talent to move to different projects and be exposed to various aspects of the business in order to grow their abilities.

Sometimes, the simplest changes drive employee satisfaction. A change from business casual to casual – including jeans – rocketed employee satisfaction and engagement. Last year, they also designed a new logo and brand. Employees came to understand the “why” behind company business strategies and how their work contributes to the bottom line. The experience also bolstered employee pride, says Leighann McGinnis, the company's VP of people attraction and experience.

**Company culture in five words:** Entrepreneurial, customer focused, risk-takers, fun and non-bureaucratic.

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