



Raleigh-based VisionPoint Marketing is No. 4 on this year's list of small- to medium-sized companies.

Perks at work

Pingpong tables to paid sabbaticals – creative fringe benefits keep workers happy at this year's Best Employers in North Carolina. Even if your nap pod isn't on order, the businesses on our list offer employees the flexibility to work when and where they want, ways to fit in working out (often on the job) and paid time off to volunteer in their communities. In its annual survey, Best Companies Group polls employers on everything from average salary to hiring and promotion practices. Topping the list are Greensboro-based accounting firm Bernard Robinson & Co. and Davenport & Co., a financial services company based in Richmond, Va.



1 BERNARD ROBINSON & CO. LLP

Greensboro, Accounting

NC EMPLOYEES: 113

AVG. ANNUAL SALARY (NON-EXEMPT): \$40,292



From Fridays off in the summer to family trick-or-treating at Halloween, this year's top company offers some nice perks, especially during the busy tax season. That's when omelet stations and ice cream stands pop up at the office. Bonuses are awarded when employees pass their CPA exams, which are covered by the company. Younger employees are matched with mentors who meet with them throughout the year. Every employee celebrating a first marriage or baby is thrown a shower.



2 HILL, CHESSON & WOODY

Durham, Health care and insurance services

NC EMPLOYEES: 84

AVG. ANNUAL SALARY (NON-EXEMPT): \$40,721



Think you should get paid to mentor new employees? HCW thinks so, too. Seasoned employees earn extra pay for training new workers. Other cool treats: Friday afternoons off in the summer, free fresh fruits and vegetables every day, extra cash for workers who provide their own health insurance, and group fitness classes. HCW also offers paid time off to volunteer.



3 HIRENETWORKS INC.

Morrisville, Staffing

NC EMPLOYEES: 18

AVG. ANNUAL SALARY (NON-EXEMPT): \$32,000



Wellness is a theme here, from a meditation room to nearby walking trails. Employees also have free access to fitness facilities in the office complex and virtual doctor's appointments through Teladoc. Bonus points for branding: HireNetworks encourages employees to use the company hashtag #hiredlife to share work-related activities on social media.



4 VISIONPOINT MARKETING

Raleigh, Advertising/public relations/marketing

NC EMPLOYEES: 16

AVG. ANNUAL SALARY (NON-EXEMPT): \$49,920



This woman-owned company has a new office including a "dorm" room with comfy seating for folks who want to work away from their desks, with Fido at their side — pets are welcome here. Twice-a-week yoga, time on certain Thursdays for play and professional development, and monthly awards are some of the other top perks.

Cities indicate company headquarters



5 EPES LOGISTICS SERVICES INC.

Greensboro, Transportation

NC EMPLOYEES: 128

AVG. ANNUAL SALARY (NON-EXEMPT): \$33,500



It may be hard to beat Epes Logistics' on-site gym, which offers personal training during and after work and locker rooms with showers, but the on-site clinic is a close second. The clinic offers free lab work and vaccines, but virtual visits are offered, too, along with access to a health care advocate who helps employees with medical-bill disputes and booking appointments. We also wouldn't say no to the popcorn machine and food truck delivering homemade ice cream sandwiches.



6 HEAT TRANSFER SALES OF THE CAROLINAS

Greensboro, Commercial HVAC

NC EMPLOYEES: 37

AVG. ANNUAL SALARY (NON-EXEMPT): \$50,000



Heat Transfer is one of only a handful of companies on this list to offer paid sabbaticals, but it also offers bonuses throughout the year. Employees recognize co-workers by leaving "impressions" of good work on the company payroll system. Gift cards are awarded to those outstanding workers. Everyone in the company is eligible for biannual bonuses.



7 JOHNSON PRICE SPRINKLE PA

Asheville, Accounting

NC EMPLOYEES: 51

AVG. ANNUAL SALARY (NON-EXEMPT): \$65,000



From free Fitbit workout trackers to discounted rates at the local YMCA and Massage Envy, Johnson Price Sprinkle puts an emphasis on health. It contributes \$600 annually to employees' health savings account and reimburses certain medical costs. JPS also offers a reduced work schedule April 15 through Dec. 31.

8 WILDLANDS ENGINEERING INC.

Charlotte, Engineering

NC EMPLOYEES: 35

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



Wildlands Engineering has several parent-friendly perks, including no waiting period for health care benefits and orthodontic coverage. When the babysitter is sick, employees are welcome to bring their children into the office. Bonus points for creative retreat venue: U.S. National Whitewater Center.



10 BULK TV & INTERNET

Raleigh, Technology

NC EMPLOYEES: 138

AVG. ANNUAL SALARY (NON-EXEMPT): \$34,418



How often does the boss check in with employees here? Quite a bit, with "state of the company" meetings, semiannual satisfaction surveys and department breakfasts and lunches. That's in addition to a free lunch every week plus perks such as nearby walking trails, fun Fridays and seasonal off-site parties.



9 N2 PUBLISHING

Wilmington, Publishing/printing

NC EMPLOYEES: 212

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



It would be difficult to find an excuse to get out of exercise here, with an on-site fitness instructor who leads two classes per day. That's in addition to a full-time health coach, \$100 in annual "fit bucks" to use for anything from yoga classes to marathon registrations, not to mention companywide pingpong tournaments and office-owned laser-tag guns. Most unique perk: annual marriage stipend of \$400 for full-time employees to use for counseling or enrichment seminars.



11 ELECTRIC SUPPLY & EQUIPMENT CO.

Greensboro, Distribution

NC EMPLOYEES: 85

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



In addition to an annual bonus from the boss, co-workers can recognize each other through a "bucks" system of trading points for additional paid time off or cash. Fitness perks: a company-sponsored 5K, plus stand-up desks.

12 MMI PUBLIC RELATIONS

Cary, Advertising/public relations/marketing

NC EMPLOYEES: 17

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



Not just at Google: MMI allows employees to bring pets to work. Even better, the company splits 10% of annual profits for end-of-year bonuses. Other fun perks include an annual chili cook-off, food-truck visits and outings to breweries, escape rooms or local shops.



14 SIGNUPGENIUS

Charlotte, Technology

NC EMPLOYEES: 26

AVG. ANNUAL SALARY (NON-EXEMPT): \$42,880



This is a company that believes in giving back — SignUpGenius not only matches employees' annual charitable donations up to \$500, workers volunteer together every quarter. Other perks include a break room stocked with free snacks and drinks and regular giveaways through pop-trivia quizzes.



13 PRACTICON

Greenville, Distribution

NC EMPLOYEES: 61

AVG. ANNUAL SALARY (NON-EXEMPT): \$31,859



Young parents will appreciate free dental care for dependents and half-price braces. A wellness program offers twice-a-week yoga classes at lunch plus workout equipment in the warehouse and pingpong tables in the break room. All employees are eligible for cash rewards, trips and other incentives. Most creative meeting with the boss: regular pancake breakfasts.

Cities indicate company headquarters



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15 MARTIN STARNES & ASSOCIATES CPAS PA

Hickory, Accounting

NC EMPLOYEES: 58

AVG. ANNUAL SALARY (NON-EXEMPT): \$35,500



This accounting firm has perks covered with flexible work schedules, even during the busy tax season; investments in technology so employees have new laptops, multiple screens and a new tablet after three years of service; a reduced rate at the YMCA; and a \$2,500 bonus for new CPAs who pass their exams.

17 VERIGENT LLC

Huntersville, Staffing

NC EMPLOYEES: 33

AVG. ANNUAL SALARY (NON-EXEMPT): \$33,715



Recess is encouraged, a puzzle room gives workers a place to take a break and employees are permitted to play music at their desks.



16 CCS CONSTRUCTION STAFFING

Charlotte, Staffing

NC EMPLOYEES: 48

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



Travel is a priority here, with a trip for the entire company each year to Charleston, S.C., a summer outing to the U.S. National Whitewater Center and an annual getaway to Mexico for members of the Presidents Club, workers who exceed set goals. Also not bad are an on-site gym, free lunch every Friday and monthly happy hours.



18 CAPITAL INVESTMENT COS.

Raleigh, Financial services

NC EMPLOYEES: 28

AVG. ANNUAL SALARY (NON-EXEMPT): \$50,000



An annual conference at the beach, weekly food-truck visits, reimbursements for license and certification tests and courses, quarterly bonuses plus early release on Fridays and days before a holiday are among Capital's perks.



1 DAVENPORT & CO. LLC

Richmond, Va., Financial services

NC EMPLOYEES: 32

AVG. ANNUAL SALARY (NON-EXEMPT): \$44,084



This employee-owned company hits the high notes of work perks: early release in the summer, a vacation to a local resort for top producers, access to the company's expertise in financial planning, contributions to health-savings accounts, a group to help women rise in the company and stock options for workers who reach certain achievement levels.

2 EDWARD JONES

St. Louis, Mo., Financial services

NC EMPLOYEES: 1,206

AVG. ANNUAL SALARY (NON-EXEMPT): \$44,463



Half of Edward Jones' associates are also partners, a promotion that can be offered after three years of service. That's in addition to perks offered to everyone: 16 weeks of parental leave, health reimbursements to offset premium costs, employer-sponsored elder care assistance, the ability to set your own schedule and an unpaid leave program that can be used to extend a vacation or care for family. Extras? A shot at all-expenses-paid family vacations and executive MBAs and coaching for promising employees.



3 INSPERITY

Kingwood, Texas, Human resources

NC EMPLOYEES: 31

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



Many companies give employees paid time off to volunteer, but it might be hard to match Insperity's whopping six days. Also nice: tuition reimbursement of \$1,500 a year and access to 3,000 online courses. Employee discounts at partner vendors selling everything from flowers to cars, a weeklong all-expenses-paid trip for top sales staff and a fund to help employees during times of crisis aren't shabby either.

4 FREESE AND NICHOLS

Fort Worth, Texas, Engineering

NC EMPLOYEES: 18

AVG. ANNUAL SALARY (NON-EXEMPT): \$63,800



This engineering firm with an office on Centennial Campus at N.C. State University puts a premium on professional development, including a lifetime maximum of \$15,000 in tuition reimbursements, bonuses of up to \$1,000 per certification or license, and cash prizes for best academic papers and presentations. Other perks: time off to volunteer with a \$1,000 stipend to volunteers who go above and beyond, overtime that can be banked as personal leave days, a kitchen stocked with healthy drinks and snacks, fitness reimbursements and a discounted membership to the campus gym.

5 BURNS & MCDONNELL

Kansas City, Mo., Architecture, engineering and construction

NC EMPLOYEES: 33

AVG. ANNUAL SALARY (NON-EXEMPT): \$44,985



The engineering firm has been 100% employee-owned before ESOPs were cool — 30 years ago — so new hires begin sharing company profits on Day 1. Tuition reimbursements up to 100%, medical reimbursements, matching charitable donations, awards that can be redeemed for gift cards, and an on-site gym and company-sponsored intramural sports teams are other nice perks.



Cities indicate company headquarters



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7

PCL CIVIL CONSTRUCTORS INC.

Denver, Construction

NC EMPLOYEES: 64

AVG. ANNUAL SALARY (NON-EXEMPT): \$56,000



Being part of a 100% employee-owned company means the usual year-end bonus comes with a dividend check, too. Other fringe benefits include a \$200 annual wellness reimbursement, on-site yoga and annual health screenings and flexible hours. A perk your significant other will appreciate: Spouses are emailed about upcoming company events and initiatives.



6

TOTAL QUALITY LOGISTICS

Cincinnati, Transportation

NC EMPLOYEES: 176

AVG. ANNUAL SALARY (NON-EXEMPT): \$31,074



Office pingpong table, employer-sponsored intramural sports league, tropical getaways for top sales staff and their spouses, discounted gym memberships, tuition reimbursements up to \$5,000, plus a golf getaway for employees in the Carolinas are all nice, but the perk that piqued our interest? A service to pick up and deliver dry-cleaning and groceries and provide on-site car washes and oil changes. Bonus communication points: The CEO sends a daily company-wide email with news, upcoming events and recognitions for employee milestones and accomplishments.

8

WILLIAMS MULLEN

Richmond, Va., Legal services

NC EMPLOYEES: 67

AVG. ANNUAL SALARY (NON-EXEMPT): \$54,780



Sometimes it's the little things that add up: bagels every Friday, on-site shower facilities for folks who bike or exercise before and after work, discounted gym memberships, travel insurance when you're more than 100 miles from home, plus meals and child care covered during busy seasons and weekend work. Williams Mullen also offers big-ticket items such as college scholarships for eligible children and grandchildren, a 401(k) contribution of 7.5%, and a staff bonus in addition to performance-based rewards.

9

COASTAL FEDERAL CREDIT UNION

Raleigh, Banking

NC EMPLOYEES: 461

AVG. ANNUAL SALARY (NON-EXEMPT): \$46,883



From office Olympics at all of its branches to decorated stairwells encouraging workers to skip the elevator, Coastal has creative ways to spark healthy habits. Workers at the Raleigh headquarters have access to an on-site gym with extended hours and a personal fitness coach who is available four times a week. Employees also can feel good about giving back: Last year, Coastal committed to issuing \$3 million in new low-interest mortgages to Habitat for Humanity families.



10

SHEETZ INC.

Altoona, Pa., Convenience stores

NC EMPLOYEES: 2,323

AVG. ANNUAL SALARY (NON-EXEMPT): \$21,120



Employees are automatically enrolled in the Pennsylvania-based convenience-store chain's employee stock-option plan. A wellness center in Burlington provides everything from exercise classes to urgent medical care. The company also offers quarterly bonuses, a scholarship fund that has handed out \$650,000 in awards since 2007 and an employee discount program on everything from car rentals to hotel stays.



11 FULL CREATIVE

Portland, Technology

NC EMPLOYEES: 73

AVG. ANNUAL SALARY (NON-EXEMPT): \$31,200



Work-from-home is this Portland, Ore.-based company's specialty, so flexible schedules and tools such as web chats and video meetings are a given. FULL organizes quarterly meetups for in-person get-togethers.

12 ALSTON & BIRD LLP

Atlanta, Legal services

NC EMPLOYEES: 239

AVG. ANNUAL SALARY (NON-EXEMPT): \$59,957



Perks here include two paid days to volunteer, a membership to Gold's Gym, weekly happy hours in the office, an alumni program to keep lawyers connected, on-the-spot bonus program, inter-office transfers for employees seeking advancement, \$600 annual wellness incentive and a medical plan that covers everything from autism therapies to marriage counseling.



13 TERMINIX SERVICE INC.

Columbia, S.C., Pest control

NC EMPLOYEES: 374

AVG. ANNUAL SALARY (NON-EXEMPT): \$34,184



Top performers are invited to a weekend beach getaway and awards ceremony in addition to sales and service contests throughout the year where employees can win iPads, vacations and other prizes. Annual regional auctions give workers opportunities to "buy" items with bucks earned through their accomplishments.



14 CAROLINA NEUROSURGERY & SPINE ASSOCIATES

Charlotte, Health care

NC EMPLOYEES: 436

AVG. ANNUAL SALARY (NON-EXEMPT): \$41,263



In addition to on-site exercise facilities and classes, fully-equipped physical-therapy departments are available to employees before and after hours. Other perks include annual college tuition reimbursements up to \$2,000, free continuing education classes and on-the-spot bonuses. Looking for a unique way to give back? About five to 10 providers and staff travel to the Dominican Republic each year to treat children whose families cannot afford medical care.

15 SOUTH STATE BANK

Columbia, S.C., Financial services

NC EMPLOYEES: 102

AVG. ANNUAL SALARY (NON-EXEMPT): \$37,337



Many of the companies on our list say an intranet site is the best way to share company news — and personal accomplishments, too. South State employees leave "Bankers Notes," photos from their departments, on the company site. They also recognize each other with peer awards to celebrate good work. Other company perks include a contribution to offset health premium costs and financial assistance after a natural disaster.



Cities indicate company headquarters



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16 CPI SECURITY

Charlotte, Security and automation services

NC EMPLOYEES: 556

AVG. ANNUAL SALARY (NON-EXEMPT): N/R



Perks we like at CPI: all-expenses-paid vacations for top performers, gym reimbursements or discounts to the YMCA, annual health fair, opportunities to compete for prizes such as TVs or concert tickets, and weekly food-truck visits throughout the year, with ice cream in the summer.

17 MCANGUS GOUDELOCK & COURIE LLC

Columbia, S.C., Legal services

NC EMPLOYEES: 138

AVG. ANNUAL SALARY (NON-EXEMPT): \$41,892



Anyone who has started a new job has probably wished for someone to show them the ropes. MGC assigns every new employee a mentor, and that's not the only way the law firm keeps employees informed. MGC University offers continuing-education classes. Other perks? How about discounted memberships to the YMCA, contributions up to \$2,000 for health expenses, an advocate to help with insurance questions, and regular opportunities for bonuses. Cool communication tool: A phone system allows co-workers to use their computers to call or instant message a colleague.



Cities indicate company headquarters



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Focus shines on employees and clients

For more than three decades, Capital Investment Companies has established itself as 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 33 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 believes integrity, independence and innovation breed loyal customers and corporate success.

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' newest 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 26-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 the 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 11 years. Many of the employees have been with Capital for over 15 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 19-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.

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ES&E's race to the top!



ES&E employees care about their community as much as their customers. Each year they take part in a variety of activities, including food and toy drives and a United Way campaign.

What separates one from the rest of the pack is often the result of hard work, talent and the passion to excel. While we are proud of our well-earned accolades and accomplishments, ES&E continues to lead the way in providing exceptional, world class service to its diverse customer base. Our customers expect us to be on the leading edge of the electrical industry and ES&E continues to evolve and improve in order to exceed our customers' expectations.

These same guiding principles apply to ES&E's commitment to creating an excellent work place and company culture. Headquartered in Greensboro with branch locations in Apex and Rocky Mount we strive to encourage dialogue and collaboration across all locations

and departments. ES&E employees and owners have created a culture where employees respect and care about one another and our communities. We enjoy long held company traditions along with new opportunities for fun and community service.

With continued attention to people and continued investments in technology and processes, ES&E is primed for the long race. The pace of change may seem like a sprint but ES&E has the endurance to lead the pack for the long haul.



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lights, doors and manage home energy. With over 675 employees, CPI is an industry leader and has invested millions to create one of the most advanced Central Monitoring Stations in the country.

In addition to medical, dental, and vision, CPI offers a competitive benefits package: referral bonuses, 401(k)/matching, EAP, FSA, discounts, fitness/physical reimbursements, paid disability, life insurance, educational assistance and recognition of milestones. CPI's leadership is passionate about employees and the communities in which we serve so employees enjoy many opportunities to give back through community volunteer initiatives.

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

teamwork and goal success truly making it a "Best Place to Work." Achievements are recognized and rewarded in tangible ways that involve employees. An annual highlight, the President's Leadership Club trip, rewards top-performing employees for their consistent leadership and engagement. CPI sponsors events that provide employees fun away from the business setting such as Family Fun Day at Carowinds, Panthers and Knights games as well as local races and festivals.

With projected employee growth, technology advancements and its Headquarters expansion nearing completion, CPI is excited for the future.



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Ongoing assessment and improvement of company benefits provide enhanced employee plans and demonstrate the firm's open-minded style. Following the busy April season, JPS offices close early on Fridays in recognition of employees' relentless time and effort during tax season. Needless to say, this gesture is enthusiastically received by all. Health and wellness competitions, discounted memberships and services, lively holiday celebrations, fun costume contests, and family-centered annual events ignite a contagious synergy and comradery throughout the firm, even during the challenging tax season.

With relentless, collaborative effort, JPS strives to keep WNC >Greater. In support of our communities, all team members are encouraged to participate in company-wide volunteer days, as well as utilize ten hours of paid volunteer time at an organization of their choice. In addition, JPS offices donate time and funds both to local nonprofits as well as to area chambers, acting on a dedicated sense of responsibility.

With fervor, the team is encouraged to pursue curiosity and have courage to drive positive change. Time and funding are provided for meaningful development. Leadership in local, state and national profes-



Johnson Price Sprinkle PA employees are encouraged to take part in events that make the community a better place to live and work.



Team members represent the firm at community events and meetings such as the McDowell Chamber Annual Banquet held in March of this year.

sional organizations is encouraged. And, by representing the firm at community events and meetings, team members are energized and empowered in their personal and professional development.

As Johnson Price Sprinkle PA lives its mission, a unique culture is apparent. JPS thanks our team who inspire >Being Greater.



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South Carolina: **25 counties**

Georgia: **15 counties**

Business Lines: **Personal Banking, Business Banking, Mortgage Banking and Wealth Management**

Fernando Ycaza, Charlotte, meets with one of his Private Banking customers.

South State Bank has been serving the financial needs of individuals and businesses in the south since 1934. By staying true to our values of relationship banking and commitment to our customers and the communities we serve, we're proud to be one of the fastest growing banks in the Southeast.

We have a passion for making our customers' lives easier and more convenient, providing them with the services they need combined with the service they need, too.

High-Touch Service from Great Bankers

It's a promise we make to each and every one of our customers. For personal banking customers, it means they can count on an ongoing working relationship based on familiarity and insight. For our business banking customers, it means we get to know their business and operations. We want them to think of us as an extension of their team, both now and in the future.

Commitment to Our Communities

This has been essential to our company for more than 80 years. Sponsoring local events, contributing to non-profit programs and volunteering are just some of the ways we show we care and take an active role in our communities. Being involved and giving back to the communities where we live and work is just a part of who we are.

Strength and Stability

Thanks to our dedicated team of bankers, we have faithfully executed our mission to build a high-performing bank based on a balance of soundness, profitability and growth. And, with them, we will continue to build on this success.

Strength and stability are essential to any bank and business, which is why as one of the strongest financial institutions in the Southeast, we're able to grow with our customers in mind and help them build a foundation that will remain solid for the future.

Convenience for our Customers

Helping our customers bank the way they want is critical to our success. Whether it's accessing their accounts through online or mobile banking, our network of ATMs or visiting their bankers at more than 120 locations in North Carolina, South Carolina and Georgia, we make banking easy and convenient.

North Carolina Best Employer

South State wouldn't be the company it is today without our people. Our teams in North Carolina have built solid reputations and meaningful relationships with our customers.

We are honored to be recognized as one of *BUSINESS NORTH CAROLINA* magazine's Best Employers in North Carolina in 2017.

For more information about South State Bank or to view open job positions, please connect with us on social media and visit us at SouthStateBank.com.



Williams Mullen

Excellence in teamwork and community

Williams Mullen is proud to be a Southeastern full-service 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. Since 1870, our goal has been to provide business and legal solutions that help our clients thrive. 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 and grow 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. This year, we collected toys to support the Capital City Clauses; donated canned goods and volunteered to make meal kits for the United Way; and provided supplies to the Food Bank of Eastern North Carolina after Hurricane Matthew. Our charitable Foundation donated over \$570,000 to nonprofits, and our attorneys and professionals performed thousands of community service/pro bono hours and held over 250 leadership positions for over 200 organizations. We encourage employees to be ambassadors in the community and provide paid volunteer time to facilitate their involvement. Each year, we honor the employee that most demonstrates the spirit of service with an annual Community Service Award.



Attorneys and staff members show their Williams Mullen pride. Teams perform community service and participate in local events and fundraisers.



Culture, Diversity, Engagement and Wellness

Our firm promotes diversity, inclusion, health and wellness for all employees. Our 1L Diversity Scholarship program for first-year law students positions students for high-level legal mentoring early in their law school careers and the firm for excellent diverse recruiting opportunities. This year, we earned a 95 out of 100 on the Human Rights Campaign Foundation's Corporate Equality Index (CEI), our highest score yet, and plan to hit the perfect 100 next year. The CEI is the national benchmarking tool on corporate

policies and practices pertinent to lesbian, gay, bisexual and transgender employees.

We are 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, including on-site yoga and fitness classes.

To keep work fun, we hold events that promote collegiality, including family BBQs, holiday celebrations, an activity-filled Staff Appreciation Week and office gatherings like Build Your Own Sundaes and Nacho Normal Wednesday. Our Foundation also awards university scholarships to children and grandchildren of staff members.

We're proud of Finding Yes® for our clients, and we're proud of our engaged teams and initiatives that enable us to be listed among The Best Employers in North Carolina.