

Florida Trend

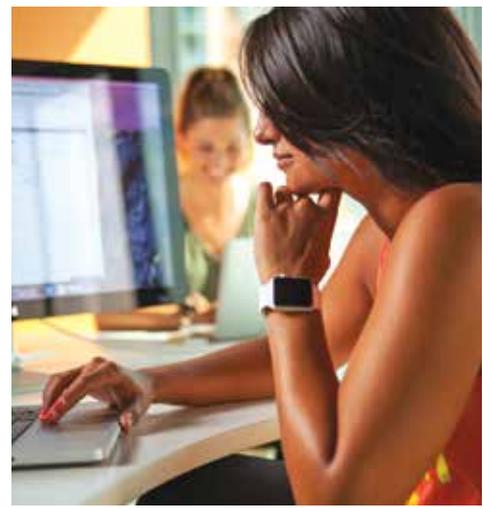
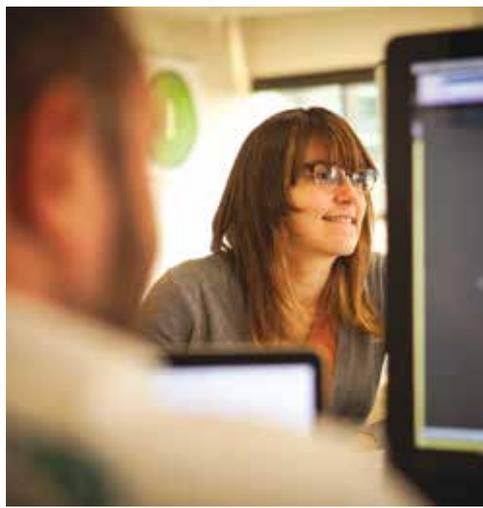
2015 FLORIDA'S
BEST
COMPANIES
TO WORK FOR

FLORIDA'S BEST COMPANIES

'We Throw Them Right In'

At online company Squaremouth in St. Petersburg, autonomy for employees is a core value.

By Jason Garcia



Prospective employees learn about the company ethos at Squaremouth within seconds of walking in the door. Job interviews are sometimes conducted by having everyone in the company sit down in a circle and ask questions of the candidate.

Adam Rusin remembers the experience last year. When he finished the interview, he was told to go home, clean up his presentation and come back the next day. He showed up again 24 hours later — more casually dressed this time around — and was hired.

The 22-year-old, just out of Eckerd Col-

Squaremouth, founded by Chris Harvey (left), allows employees to take unlimited vacation days and has a shoes-optional dress code.

lege, began in customer service, an entry-level job at Squaremouth, a St. Petersburg tech company that aggregates quotes for travel insurance policies — like a Kayak or an Expedia, but for travel insurance.

Rusin started out answering phone calls, responding to emails and doing online chats with website users. A year later, he is Squaremouth's product manager, responsible for ensuring the policies listed

on the company's website are accurate and up-to-date.

Employee empowerment is a core value at Squaremouth, says company founder Chris Harvey, a British expat who once worked in insurance administration. And it's one of the reasons the firm made FLORIDA TREND'S 2015 list of best companies to work for (No. 18, Small Companies).

"I think what makes us fairly unique

TO WORK FOR



is the power that we will give to people,” Harvey says. “We throw them right in. Most people who come to us are pretty shocked that they’ve been given so much autonomy.”

Harvey, who arrived in the U.S. in 1998, began the company that would become Squaremouth five years later, sensing that there was vast growth potential for travel insurance in the U.S., where a lower percentage of travelers buy policies compared with Europe. He originally named the company QuoteTravelInsurance.com, but in 2006 changed the name to one he hoped would stand out from competitors

and be easier to remember for consumers who might only seek out travel insurance every few years.

Harvey says Squaremouth has grown slowly but steadily. It did more than \$14 million in revenue last year, primarily from selling other travel insurance products, as well as its own. The company employs about 18 people in St. Petersburg and another nine or so in Fort Wayne, Ind.

Taking its cues from the tech world rather than the insurance world, Squaremouth tries to emulate the quirky, irreverent culture of Silicon Valley. Employees are given unlimited vacation days. They

Recent Eckerd College grad Adam Rusin started out at Squaremouth in customer service. A year later, he was product manager.

FLORIDA'S BEST COMPANIES TO WORK FOR

are encouraged to take their birthdays off, incentivized with a \$200 “beer bonus.” The company has a “no shoes” dress code (it’s more like a “shoes optional” code, a spokeswoman concedes) and it recently gave every one of its workers an Apple watch.

“Because we didn’t take any outside funding, it was kind of easy for us to experiment. We were able to make our own decisions,” Harvey says. “I suppose it’s been like a slowly unfolding test of how to build a little company.”

Transparency — another fundamental company value — is expressed both symbolically and operationally. All of the walls inside Squaremouth’s St. Petersburg office are made of glass, for example. More substantively, when someone at Squaremouth asks for a raise, the employee must make the case in a company-wide meeting. The decision then



is put to a vote — voting is mandatory and it’s not anonymous.

“I’m learning something every day,” Rusin says. At Squaremouth, he says, “You can kind of create your own path.” 

Squaremouth took its cue from Silicon Valley in setting out to create a quirky, irreverent workplace.

photo: Alex McKnight

ENGAGED

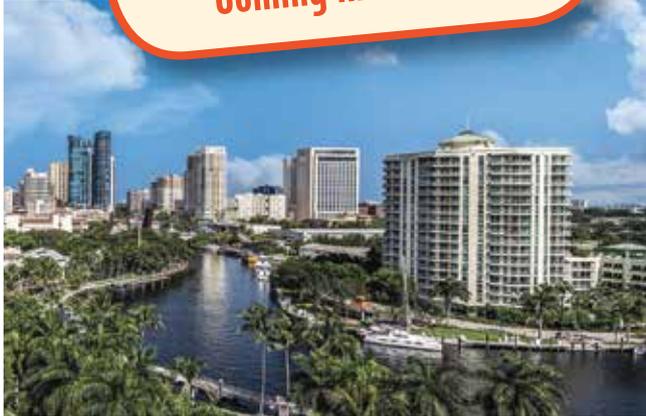


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Special Report
Coming in October!



Greater Fort Lauderdale and Broward County *Where Business Takes Center Stage*

This Florida Trend special report will get the word out about Broward County's dynamic economy, its thriving arts community and cultural assets. It can help bring in business by enhancing the county's image to visitors and business relocation and expansion prospects.

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Maggie Caruso
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Florida Trend

FLORIDA'S BEST COMPANIES



The 100 companies that made the cut in our seventh annual Best Companies to Work For rankings

THE LIST

To identify Florida's best employers, FLORIDA TREND partners with the Best Companies Group, which surveyed firms that chose to participate. Any firm with at least 15 employees in Florida, including firms based outside the state, could participate at no cost.

The first part of the survey involved a questionnaire about company policies, practices and demographics. The second part went to a randomly selected group of each firm's employees, who responded — anonymously — to 72 statements on a five-point agreement scale.

The survey also included two open-ended questions and seven demographic questions. The questions focused on eight themes: Leadership and planning; corporate culture and communications; role satisfaction; work environment; relationship with supervisor; training and development; pay and benefits; and overall engagement.

Firms were divided into three groups — large companies of 250 or more U.S. employees, midsized companies of 50 to 249 U.S. employees and small companies of fewer than 50 U.S. workers.

Contract employees were not included in employee surveys and not added to employee counts.

To sign up for next year's Best Companies rankings, go to FloridaTrend.com/BestCompanies.



TO WORK FOR



FLORIDA'S BEST COMPANIES TO WORK FOR



BEST LARGE COMPANIES (250 or more employees)

Rank	Company, Headquarters	Industry
1	DPR Construction , Redwood City, Calif.	General contractor and construction manager specializing in complex and sustainable projects
2	Hunton & Williams , Miami	Law firm with disciplines in bankruptcy, commercial litigation, securities law, IP, international and government relations, regulatory law, privacy and cybersecurity, and products liability
3	Edward Jones , St. Louis, Mo.	Stock brokerage partnership
4	Protiviti , Tampa	Consulting firm specializing in finance, technology, operations, governance, risk and internal audit
5	HFF , Dallas	Provides capital markets transaction services to the U.S. commercial real estate industry
6	Hyatt Regency Jacksonville , Jacksonville	963-room hotel in downtown Jacksonville
7	Peak 10 , Charlotte, N.C.	IT infrastructure firm providing network and cloud services
8	Foley & Mansfield , Miami	Provides legal services in banking and finance, business and corporate, commercial litigation, construction law and litigation, creditors rights and elder law
9	Grand Hyatt Tampa Bay , Tampa	Hotel for business travelers and vacationers
10	North Highland Worldwide Consulting , Atlanta	Management consulting firm focusing on complex business problems
11	FCCI Insurance Group , Sarasota	Provides commercial property and casualty insurance to business owners
12	CompHealth , Salt Lake City	Provides permanent placement and temporary staffing to health care facilities
13	CBIZ MHM - Tampa Bay , Cleveland	Provides tax, accounting and consulting services
14	CTI Resource Management Services , Jacksonville	Provides IT support services, including administrative, financial, logistic and facility management support services to government customers
15	UniFirst , Wilmington, Mass.	Provides uniforms and work wear to businesses



Rank	Company, Headquarters	Industry
16	Memorial Healthcare System, <i>Hollywood</i>	Third-largest public health care system in the U.S.
17	HOK, <i>St. Louis, Mo.</i>	Design, architecture, engineering and planning firm
18	Ryan, <i>Dallas</i>	Tax services firm, with the largest indirect and property tax practices in North America and the sixth-largest corporate tax practice in the U.S.
19	Suffolk Construction, <i>Boston</i>	Provides preconstruction, construction management, design-build and general contracting services
20	Capital City Bank, <i>Tallahassee</i>	Offers a full range of financial services
21	RCI, <i>Parsippany, NJ</i>	Vacation timeshare exchange; manages vacation rentals
22	Hanson Professional Services, <i>Springfield, Ill.</i>	Provides engineering, planning and consulting services
23	PCL Construction, <i>Denver</i>	General contracting organization, commercial buildings, civil engineering, industrial market
24	American Strategic Insurance Corp., <i>St. Petersburg</i>	Offers personal lines residential property insurance, commercial lines property insurance, personal umbrella insurance, flood and excess flood insurance
25	FBC Mortgage, <i>Orlando</i>	Mortgage lender
26	Alliance Residential, <i>Phoenix</i>	Has more than \$3 billion invested in real estate and manages a \$9-billion portfolio
27	Navy Federal Credit Union, <i>Vienna, Va.</i>	Offers banking products and services to military personnel, veterans and their families
28	Sunset & Skyway Memory Gardens & Funeral Homes, <i>Houston</i>	Funeral, cremation and memorialization company
29	Quarles & Brady, <i>Milwaukee</i>	Law firm with focuses in health care and life sciences, business law, data privacy and security, and complex litigation.
30	Insperty, <i>Kingwood, Texas</i>	Provides human resources and business solutions
31	Weatherby Healthcare, <i>Fort Lauderdale</i>	Physician staffing company
32	CA Technologies, <i>Islandia, N.Y.</i>	IT management and security software company

FLORIDA'S BEST COMPANIES TO WORK FOR



BEST MIDSIZED COMPANIES (50 to 249 employees)

Rank	Company, Headquarters	Industry
1	Financial Design Associates, Springfield, Mass.	Provides estate planning, life insurance, long-term care insurance, employee benefits, business insurance, pension and retirement planning, and investments/asset accumulation strategies
2	RNnetwork, Salt Lake City	Travel nurse staffing company
3	PowerDMS, Orlando	Cloud-based document management software company
4	AgileThought, Tampa	Mobile application and custom software development company
5	Optima Healthcare Solutions, Palm City	Develops software applications focusing on therapy businesses — clinical, administrative and financial
6	HomeBanc N.A., Tampa	Provides banking services
7	Security First Insurance, Ormond Beach	Homeowners insurance company
8	Premier Eye Care, Tampa	Provides eye care to insured members
9	Momentum Consulting, Miami Lakes	IT services and consulting with core areas in enterprise application development and systems integration, data management and business analytics, and Microsoft SharePoint implementation and development
10	The Lord's Place, West Palm Beach	Provides services focused on moving individuals and families from dependence to self-determination
11	Market Traders Institute, Lake Mary	Provides education to beginner, intermediate and advanced market traders
12	Cross, Fernandez & Riley, Orlando	Public accounting firm
13	Bouchard Insurance, Clearwater	Offers commercial, personal, group benefits and surety insurance services
14	iVenture Solutions, Jacksonville	Provides customer-oriented solutions to small and mid-sized business; services include network security, data center services, technology consulting; and disaster prevention and recovery



Rank	Company, Headquarters	Industry
15	Clickbooth, <i>Sarasota</i>	Clickbooth's CPA (Cost-Per-Action) affiliate marketing model unites product sellers with those who drive traffic.
16	Berkowitz Pollack Brant, <i>Miami</i>	Provides a comprehensive approach to income, estate, financial and business planning
17	Gregory, Sharer & Stuart, CPAs, <i>St. Petersburg</i>	Accounting and consulting firm with a focus on helping clients increase income, protect assets, transfer wealth and manage tax consequences
18	Apollo Bank, <i>Miami</i>	Community bank focused on services to small and mid-sized businesses as well as entrepreneurs
19	KAST Construction, <i>West Palm Beach</i>	Construction management firm in multiple markets, including hospitality, residential, high-rise condominium, municipal buildings, retail, health care, industrial, science, technology and the arts.
20	First Florida Credit Union, <i>Jacksonville</i>	Provides financial products and services.
21	True Partners Consulting, <i>Chicago</i>	Tax and business advisory firm focusing on general business, finance and tax consulting
22	S-One Holdings, <i>Sarasota</i>	Holding company for ABAQA, Avatrex, Brand Management Group, LexJet and Utopia Digital Technologies
23	Compass Research, <i>Orlando</i>	Clinical research company focused on testing new medications
24	Cole Engineering Services, <i>Orlando</i>	Develops simulation-based training, serious gaming, technical services, training and other support services
25	The Villages Insurance, <i>The Villages</i>	Insurance agency focused on personal, commercial, senior life and health and employee benefits insurance
26	Kyra InfoTech, <i>Lakeland</i>	Provides information technology services to the state of Florida
27	Air-Transport IT Services, <i>Orlando</i>	Develops, maintains and supports software and hardware for the airport and seaport industries
28	Emphasys Software, <i>Miami</i>	Develops software focused on clients in public housing, housing finance, treasury and debt management, residential real estate and the travel industry
29	AustinCSI, <i>Plano, Texas</i>	Management consulting firm specializing in project management, organizational change management, software quality management and customer experience management.

FLORIDA'S BEST COMPANIES TO WORK FOR



InterMed Biomedical Services



iMethods

BEST SMALL COMPANIES (15 to 49 employees)

Rank	Company, Headquarters	Industry
1	Jill S. Schwartz & Associates , Winter Park	Law office focusing on employment matters
2	Atlas Professional Services , Tampa	Managed service provider, managing companies' technology needs
3	InterMed Biomedical Services , Alachua	Sells and services biomedical equipment
4	Alltrust Insurance , Palm Harbor	Consulting firm specializing in health care plans and needs
5	Kavaliro , Orlando	Provides employees for permanent and part-time positions
6	MatrixOneSource , Jacksonville	Outsourcing and IT company, specializing in HR, payroll and IT services
7	ReliaQuest , Tampa	Provides security technology services
8	Management Specialists Services , Gainesville	Community association management firm
9	Ennis, Pellum & Associates CPAs , Jacksonville	Public accounting and consulting firm offering audit, tax, technology and business advisory services
10	HNM Global Logistics , Orlando	Freight forwarder specializing in importing, exporting, custom brokerage and warehousing
11	Bit-Wizards , Fort Walton Beach	Software development, digital marketing and IT consulting firm
12	InfLaw , Naples	Provides management solutions, educational programs and course delivery to law schools and higher-ed institutions
13	Convergence Consulting Group , Tampa	Consults with customers on operational and strategic challenges
14	Radey Law Firm , Tallahassee	Law firm offering regulatory, transactional, litigation and governmental consulting
15	B&B Office Systems , Gainesville	Office equipment and repair services, document management, office work flow solutions
16	Weston Insurance , Coral Gables	Insurer focused on windstorm and hail policies
17	iMethods , Jacksonville	Health care and general IT consulting/recruiting firm
18	Squaremouth , St. Petersburg	Compares travel insurance products
19	Moore Communications Group , Tallahassee	Provides advertising, social media, graphic design, marketing, public affair and PR services



Kavaliro

Rank	Company, Headquarters	Industry
20	Markham Norton Mosteller Wright & Co., Fort Myers	Public accounting and consulting firm, offering audits and reviews, bookkeeping, business services, financial planning, forensic accounting and health care advisory services
21	Uproar PR, Orlando	PR firm working with technology, consumer and professional services customers
22	Horizon Innovations, Jacksonville	Marketing firm
23	Convert2Media, Ocoee	Marketing firm
24	Evershore Financial Group, Palm Beach Gardens	Financial planning firm specializing in wealth management
25	Cardinal Management Group of Florida, Naples	Community management company
26	rbb Public Relations, Coral Gables	Marketing communications company
27	Clark/Nikdel/Powell, Winter Haven	Marketing, advertising and web development firm
28	Right Management, Fort Lauderdale	Career development, job placement firm
29	Ropella Group, Milton	Executive search and consulting firm specializing in chemical, consumer products, tech and energy industries
30	The Davidson Cos., St. Augustine	Provides planning, development, construction and marketing for real estate projects
31	CPS Investment Advisors, Lakeland	Provides fee-only wealthy management services
32	Sandcastle Community Management, Naples	Association management company working with condo and homeowners associations
33	Rogers, Gunter, Vaughn Insurance, Tallahassee	Multi-line insurance agency
34	CAREERXCHANGE, Miami	Recruiting organization
35	Jimerson & Cobb, Jacksonville	Law firm specializing in business litigation, construction, banking and real estate
36	Crossman & Co., Orlando	Retail leasing and management company
37	MCCi, Tallahassee	Document management and scanning, and open-records request management
38	Sawgrass Mutual Insurance, Davie	Provides homeowner insurance
39	Partners in Association Management, Tallahassee	Provides strategic and operational management for state, regional and national non-profit associations and other organizations

FEATURED



Unhappy at work?

See why the employees and associates of these
18 top employers **LOVE** their jobs.

WINNER PROFILES

COMPANY	LINE OF BUSINESS	PAGE #
Air-Transport IT Services	Information Technology Services	133
Alliance Residential	Property Management	133
American Strategic Insurance	Insurance	130
Apollo Bank	Financial Services	133
CAREERXCHANGE	Talent Acquisition Specialists	130
Compass Research	Clinical Research	130
CPS Investment Advisors	Financial Advisors	134
FBC Mortgage	National Mortgage Lender	132
Grand Hyatt Tampa Bay	Hospitality	131
HomeBanc	Financial Services	132
Jill S. Schwartz & Associates	Employment Law	132
Kast Construction	Construction Services	128
Kyra Solutions	Information Technology Services	134
Management Specialists Services	Community Association Management	134
Navy Federal Credit Union	Credit Union	131
North Highland	Global Consulting Firm	129
Peak 10	Data Center and Network Services	133
Ryan	Global Tax Services	134

FEATURED WINNER PROFILES 2015

Kast Construction

kastbuild.com

West Palm Beach ·
Sarasota



#19

MIDSIZED
COMPANY

Building for the Next 100 Years

Celebrating its 10th year in 2015, Kast has emerged as one of the most progressive construction services companies in the U.S.

This year has been a milestone year at KAST Construction. Celebrating our 10-year anniversary in 2015, we have emerged as one of the most progressive construction services companies in the country. Recognized by *Engineering News Record* as one of the top 400 contractors in the United States, ranking in Florida's top 10 contractors, and honored to be among *FLORIDA TREND'S* 2015 Best Companies To Work For In Florida.

KAST is intentional about creating an environment in which our employees feel good, work hard, play hard, and are absolutely valued, and it's an honor to be recognized for the workplace we've created. Our awesome employees create and provide excellent service with exceptional relationships to our customers, and strengthen the family bond among and between

each other. KAST invests in our employees, facilities and technology. Our employee base has grown by 30%, while turnover is virtually zero. People are and always will be our greatest asset. Each of our 143 employees is viewed as an important member of our team; their abilities and contributions are an integral part of our continued success.

Creating our amazing work environment began with our executive team focusing on designing KAST's culture from the inside out about six years ago. We wanted to have more organizational clarity about what KAST really wanted to stand for. The very first step was the creation of a corporate culture that was based on respect for people and maintaining an environment of transparency, openness, organizational clarity, good internal communication and employee support.

Our department heads, managers and supervisors all know and understand that they have the authority — and the responsibility — to take measures to recognize employees and show appreciation. Departmental budgets include resources allocated to team-building activities or employee appreciation events, which keep moral high and turnover non-existent.

"We are building our company for the next 100 years says KAST's CEO Mike Neal. I'm pretty sure that I won't be around here in 100 years, but my fingerprints, along with the legacy left behind by my partners and senior leaders, will. It just feels better to me to think that KAST's history and legacy will be deeply rooted in a culture that puts people before profits and our reputation will be one of quality, performance and loyalty from our customers.

#10
Large
COMPANY5-TIME
WINNER
2015
2013
2012
2011
2009

Global Consulting Firm Brings Expertise to Florida Market

North Highland is known for building lasting, caring relationships with their clients and strives to empower them to not only achieve their goals, but to exceed them.

North Highland emerged in the Florida market in the late 90s, bringing a unique perspective to the consulting space, differentiating itself from competitors already established in the market. The global consulting firm extended its reach within the state, including opening and growing offices in Tallahassee, Orlando, Jacksonville and Tampa. This expansion in Florida helped boost an 18-year growth spurt for North Highland, which now operates in more than 50 cities around the world. More than 100 Florida businesses and organizations, including Fortune 500 companies, state government and leading nonprofits, depend on North Highland to help them solve complex challenges, from organizational strategy to data analytics and everything in between.

“Our value proposition is that we

deliver enterprise-wide strategies to solve the combined challenges of people, process and technology in large complex organizations. Change management can present major issues for our clients, and our people are passionate about helping them grow and evolve,” says Barbara Ray, vice president and lead of North Highland’s public sector practice.

As the transformation of the global business and IT landscape accelerates, North Highland is continuing its dynamic evolution to stay ahead of the needs of its clients. Major shifts in consumer trends, along with the ongoing revolutions in technology, are increasing client demands for high-level business process and IT strategy work.

“These are men and women who live here, have a vested interest in the local economy and are actively involved in their communities,” says Steve Carter, vice president and Florida market lead, who also leads North Highland’s international growth and development. “Because they have ownership in our firm, they are highly motivated personally and are passionate about what they do. We bring our expertise and forward-thinking views to deliver innovative work, creating tremendous client loyalty.”

Members of the Central Florida team at their monthly owners meeting

North Highland

northhighland.com

twitter.com/northhighland

[linkedin.com/company/northhighland](https://www.linkedin.com/company/northhighland)

[facebook.com/northhighland](https://www.facebook.com/northhighland)

Jacksonville • Orlando •
Tallahassee • Tampa



Members of the Central Florida team at their monthly owners meeting

FEATURED WINNER PROFILES 2015

ASI

americanstrategic.com
St. Petersburg

#24

LARGE
COMPANY

7-TIME WINNER

2015 · 2014 · 2013 · 2012 · 2011 · 2010 · 2009

Attitude. Speed. Innovation.

American Strategic Insurance Corp. (ASI) is ecstatic about once again being named to the Best Companies To Work For In Florida list. The company and its employees are celebrating this seven-year streak with lots of smiles, handshakes and high-fives. The accolade is a testament to the great Attitude, Speed and Innovation exemplified by all ASI employees.

By 2017, ASI will offer coverage in all 50 states, which means it has plenty of job opportunities, both locally and countrywide. ASI's recently completed headquarters enables employees to thrive in a great work environment. The campus also features an onsite gym and day care facility.

Founded in 1997, ASI has quickly grown to become the 15th largest homeowners carrier in the United States. The company is rated A (Excellent) by A.M. Best Co. and currently offers coverage ranging from homeowners, commercial, umbrella and flood insurance in 30 markets.



These ASI employees know that Attitude, Speed and Innovation are what have made the company such a success.

CAREERXCHANGE

careerexchange.com
Miami · Pembroke Pines

#34

SMALL
COMPANY

2-TIME WINNER > 2015 · 2012



Discover the Power of Our People

The power of CAREERXCHANGE® is our people. As successful talent acquisition specialists, CAREERXCHANGE® achieves competitive advantage and marketplace differentiation through its unique process of finding and selecting the right candidates for our clients.

Our value proposition rests on our ability to understand and navigate the landscape of the South Florida employment marketplace better than most. This is because our ownership team is community focused and has been together since 1988. With stable leadership, direction and consistent community involvement, CAREERXCHANGE® has been successful while enduring a constantly evolving labor market.

Call us. Our team members are empowered to take action. Our owners are hands-on in every facet of our business; creating strategies, making on-the-spot decisions, responding to industry and local changes, and ensuring our clients and candidates get the exceptional service they deserve. For more information visit our website at www.careerexchange.com.

Compass Research

CompassResearch.com
Orlando · The Villages · Leesburg

#23

MID-SIZED
COMPANY

Dynamic Team Continues to Improve Human Health through Clinical Research

Central Florida is home to Compass Research — an innovative clinical research company on the cutting edge of exciting diagnostic and medical breakthroughs. Compass Research investigates new medications and medical devices in a variety of therapeutic areas, offering hope to patients in many fields of medicine.

Founded in 2006 by Craig Curtis, M.D., and Sean Stanton, Compass has conducted over 1,000 studies and has grown in size to become one of the premier research sites in the world.

“With a team of over 220 employees, our rapid growth would not be possible without the hard work and continual commitment of our employees,” states Sean Stanton, CEO. “Our culture is built around our core values of integrity, collaboration, quality and results. It gives us pride to be able to do our jobs day in and day out, possibly changing the lives of people around the world through advancing medical research.”

To learn more about our exciting career opportunities, visit CompassResearch.com/careers.



#9

Large
 COMPANY

Grand Hyatt Tampa Bay

grandtampabay.hyatt.com
 Tampa


We Care for People So They Can Be Their Best

Located on a 35-acre nature preserve on the northern shores of Tampa Bay, the recently renovated Grand Hyatt Tampa Bay is ideal for mixing business and pleasure. Topping the list of its world-class features are award-winning restaurants Armani's and Oystercatchers as well as first-class meeting and event facilities.

As much as it is a great place to stay, the Grand Hyatt is also a great place to work. Recognized for five consecutive years as a *Tampa Bay Times* "Top 100 Workplaces," it ranked #1 in 2015 in the mid-sized company category.

Hyatt's purpose is "to care for people so they can be their best." There are many opportunities for employees to grow, develop, mentor and become future leaders of the organization. The active Women @ Hyatt networking group provides a platform and creates a culture that enhances women's

professional and individual growth opportunities.

The perks are world-class too. In addition to a robust benefit package, employees enjoy free hotel rooms at Hyatt Hotels worldwide and a 50% discount in hotel restaurants during their stay.

As an award-winning hotel, employees are committed to serving their guests and the community. From supporting the hotel's environmental sustainability initiative to providing work experience to individuals with special needs, associates contributed over 500 hours to service projects outside of the hotel and donated \$27,500 to local charities and non-profits. The hotel supports volunteerism and giving throughout the year.

To learn more about Grand Hyatt Tampa Bay, visit our website: grandtampabay.hyatt.com.

We Serve Where You Serve.®

For the seventh consecutive year, Navy Federal has been named as one of the "Best Companies To Work For In Florida." We could not do this without our most valuable resource — our employees. Throughout the organization, employees faithfully uphold our guiding principles of service, commitment and integrity.

We are honored to have been selected as one of the best employers in Florida. Headquartered in Vienna, Va., Navy Federal has a workforce of over 12,000 employees worldwide and more than 4,500 located in Florida. With over 5.5 million members and \$68 billion in assets, Navy Federal is the world's largest credit union and is committed to service excellence.

Navy Federal is currently expanding operations in Florida, including adding an additional 5,000 new jobs to the Pensacola campus by 2026. We are continuing to hire and are excited for our new team members to join the Navy Federal family.

Navy Federal Credit Union remains a solid and growing organization that continues to meet the needs of our members. Proudly, we serve all Department of Defense and Coast Guard active duty, civilian and contractor personnel and their families. With 269 branches worldwide, access to 50,000 free ATMs, as well as free online and mobile banking, Navy Federal offers a full range of financial products and services. Visit www.navyfederal.org for more information.

Equal Opportunity Employer. Federally insured by NCUA.


#27
Large
 COMPANY

**7-TIME
WINNER**

 2015
 2014
 2013
 2012
 2011
 2010
 2009

Navy Federal Credit Union

navyfederal.org

24 branches throughout Florida

FEATURED WINNER PROFILES 2015

FBC Mortgage, LLC

fbcloans.com
Orlando

#25

LARGE
COMPANY

› 4-TIME WINNER
2015 • 2014 • 2013 • 2012



2014 President's Club Winners at the Amazing Race team-building event at Atlantis in the Bahamas

Your Town. Your Home. Your Lender.

FBC Mortgage, LLC is a National Mortgage Lender headquartered in Orlando, Florida, with branches and/or licenses in 44 states. We specialize in residential mortgage lending throughout retail and wholesale/correspondent divisions. We focus on providing our customers and partners with industry best service. Many of the nation's largest real estate firms and builders work with us, as well as a large referral base of satisfied past customers. We offer a wide array of competitive mortgage products with expertise in every area of residential mortgage lending, including purchasing, refinancing, rehabilitation loans and construction lending.

Our seasoned leadership team and leading technology help our clients navigate through the lending process. We have been the recipient of several prestigious awards since our inception, and we pride ourselves on being a valuable partner in the communities we serve. We look forward to working with our partners, clients and the communities we serve to provide the right mortgage in the most convenient and professional manner possible.

Licensed Mortgage Lender NMLS#152859



HOME Banc N.A.

homebanc.com
Tampa

#6

MIDSIZED
COMPANY

› 4-TIME WINNER
2015 • 2014 • 2013 • 2012

A Great Place to Work and a Great Place to Bank

HomeBanc's top-notch team specializes in retail banking, SBA/USDA lending and commercial lending, providing distinctive personal service and relationship banking to our customers at 14 offices throughout Florida.

HomeBanc has been named a Top Workplace by the *Tampa Bay Times* for three consecutive years, one of the "Best Places to Work for Millennials" by the Center for Generational Kinetics, and ranked the #1 bank for 7(a) SBA Florida-based loan volume for the fiscal year ended September 30, 2014, by the National Association of Government Guaranteed Lenders.

We are growing and hiring experienced commercial and SBA/USDA lenders throughout Florida.

Thank you, FLORIDA TREND, for this recognition as a Best Company To Work For In Florida for the fourth consecutive year!



HomeBanc team members with Florida native LPGA pro golfer Brittany Lincicome (third from left) at HomeBanc's annual golf outing held for the bank's customers

Jill S. Schwartz & Associates, P.A.

schwartzlawfirm.net
Winter Park

#1

SMALL
COMPANY

› 5-TIME WINNER
2015 • 2014 • 2013 • 2012 • 2011



Your Work Is Our Priority

Jill S. Schwartz & Associates, P.A., is a leading employment law firm in the state of Florida, earning the highest rating, AV, by the Martindale-Hubbell National Lawyers Registry. We are active in the litigation of employment cases in state and federal courts. Our attorneys have extensive experience representing both employees and employers with regard to employment discrimination, harassment and retaliation claims based upon age, race, religion, gender, pregnancy, disability and national origin. We litigate claims involving unpaid wages and overtime compensation, retaliation against whistleblowers (including actions for fraudulent use of government funds), non-compete agreements, employment contracts and severance agreements. We also advise companies regarding day-to-day workplace matters, handbooks and training.

Our firm is committed to providing proactive and aggressive legal services to all of our clients, and to meaningfully impact the quality of the workplace. We could not accomplish this without the enthusiasm, energy and dedication of our employees, and we maintain an environment that fosters the physical, spiritual and emotional well-being of our invaluable team.

Peak 10

peak10.com

Jacksonville • Tampa • Fort Lauderdale

Your Career. Your Way.

There are several reasons why Peak 10 is regularly listed in *FLORIDA TREND* magazine's annual "Best Companies To Work For In Florida."

The benefits are good. The atmosphere can be fun. But among the most notable is that Peak 10 provides an environment in which each individual can be the driver of his or her own career success. There are no single-track career paths to follow or traditional job ladders to climb. Instead, Peak 10 provides opportunities for employees to develop transferable skills that enable them to forge their own career directions.

No matter what positions employees start in, the door is open to them to build upon and expand their skillsets, follow their interests and apply their talents in new areas. Much of that has to do with the corporate values upon which the company is based, including professionalism, teamwork, respect and openness. Employees who develop and regularly demonstrate these kinds of attributes can succeed in any discipline or department throughout Peak 10. That's because Peak 10



#7

LARGE
COMPANY7-TIME
WINNER2015
2014
2013
2012
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2010
2009

is a customercentric company as much as a technology based one. Its "customer-first" mentality is deeply ingrained in all aspects of the company, making "soft skills" such as strong collaboration and interpersonal communication skills just as important as technical prowess. It's the kind of environment where personal and professional growth go hand in hand.

Air-Transport IT Services Inc. (AirIT)

airit.com
Orlando

#27

MID-SIZED
COMPANY

> 5-TIME WINNER
2015 • 2012 • 2011 • 2010 • 2009

AirIT, part of the Amadeus group, is an information technology firm based in Orlando. The company's comprehensive portfolio of solutions enable airports and airlines to better utilize and manage resources, enhance the passenger experience, reduce costs, and optimize revenue generation. AirIT's airport operational, passenger processing and revenue management platforms deliver enterprise-class business intelligence solutions and are the most innovative in the air transport marketplace.



Alliance Residential

allresco.com
Jacksonville • Orlando
Tampa • West Palm Beach
Boca Raton • Miami

#26

LARGE
COMPANY

As the nation's seventh largest apartment manager and No. 1 multi-family developer, Alliance's philosophy centers on people and performance — it's about how the aligned interests of its clients, communities and associates create synergy and opportunities for everyone. Alliance associates play a key role in providing rewarding experiences for clients and residents, and work hard to ensure they enjoy a rewarding professional experience of their own. Alliance's goal is to be a place its associates are proud to call their "work home."



Apollo Bank

apollobank.com
Miami-Dade

#18

MID-SIZED
COMPANY

Investing in People and Communities

We want every Apollo Bank employee to say: "This is the best place I've ever worked." To make that happen, we invest in hiring positive, intelligent people with big hearts, who are passionate about their community. Apollo Bank creates a work environment that is conducive to growing and providing great customer service. We are honored to be among the "Best Companies To Work For In Florida."



FEATURED WINNER PROFILES 2015

Kyra Solutions

KyraSolutions.com
North, Central and
South Florida

#26
MID-SIZED
COMPANY

2-TIME WINNER > 2015 · 2014

Information Technology. Simplified.

Founded in 1997, Kyra Solutions has emerged as one of the leading information technology service providers to the State of Florida. Headquartered in Lakeland, with an office in Tallahassee, our award-winning firm has successfully completed, on-time and within-budget, dozens of projects and employed and managed hundreds of IT professionals.

Our commitment to our employee-driven, client-centered approach and best practices in project management, business analysis and software development has led to our consistent growth for over a decade.

Kyra strives to be a trusted partner to our state and local government clients by delivering innovative, cost-effective and simple information technology solutions to improve our customers' efficiency, transparency, and effectiveness.

The driving force behind Kyra's exceptional quality and performance is a desire for a better Florida. We live, work and raise our families right here, and nothing is more important to our company than improving the state for future generations of Floridians.



Kyra Solutions business analysts and project managers enjoying an off-site collaborative information sharing session.



Ryan

ryan.com
Fort Lauderdale
Jacksonville · Orlando
Tampa

#18
LARGE
COMPANY

3-TIME WINNER > 2015 · 2014 · 2013



left to right: Ander Solupe (Consultant); Charita Allen (Director, Client Services); Nicholas Mau (Senior Manager); Tierra Turner (Lead Analyst)

Setting the Industry Gold Standard for Workplace Innovation

Ryan is an award-winning global tax services firm, with the largest indirect and property tax practices in North America and the seventh largest corporate tax practice in the United States. The Firm is headquartered in Dallas, Texas and has 74 offices worldwide, including Ft. Lauderdale, Jacksonville, Orlando, and Tampa. Ryan provides a comprehensive range of state, local, federal, and international tax advisory and consulting services on a multi-jurisdictional basis. Ryan's multi-disciplinary team of more than 2,000 professionals and associates serves over 12,000 clients in more than 40 countries, including many of the world's most prominent Global 5000 companies.

The Firm's *myRyan* work environment is internationally recognized for providing incredible workplace freedom and flexibility. Since its inception, *myRyan* has delivered tremendous dividends for the Firm, its clients, and its employees. Ryan was named to FORTUNE's 100 Best Companies to Work For® list, and for the past three consecutive years, Ryan's Florida offices have been recognized as one of FLORIDA TREND magazine's Best Companies To Work For In Florida.

CPS Investment Advisors

cpsinvestmentadvisors.com
Lakeland

#31
SMALL
COMPANY

2-TIME WINNER > 2015 · 2012

CPS Investment Advisors is a full-service, independent financial advisory firm located in Lakeland. Since 1989, we have empowered our clients to achieve financial security and peace of mind through education and prudent wealth management. In addition to its ranking in FLORIDA TREND magazine, CPS Investment Advisors was ranked 3rd by CNBC in their list of the Top 100 Fee-Only Wealth Management Firms.



President and Founder Chas P. Smith, CPA/PFS; Partner Peter C. Golotko, CPA/PFS, MBA; and Partner James C. Luffman CPA/PFS

Management Specialists Services

MSSgainesville.com
Gainesville

#8
SMALL
COMPANY

3-TIME WINNER > 2015 · 2014 · 2013

A company's passion for what they do shines through in the culture of the organization and its quality in the performance of their team. Our team is second to none, and we believe in them wholeheartedly. At MSS, we are honored that this passion has been recognized for the third straight year as one of the "Best Companies To Work For In Florida." We are extremely proud of our team and humbled to be one of few companies with this consecutive distinction.

