

CELEBRATING ARIZONA'S BEST COMPANIES FOR 15 YEARS

BestCompaniesAZ

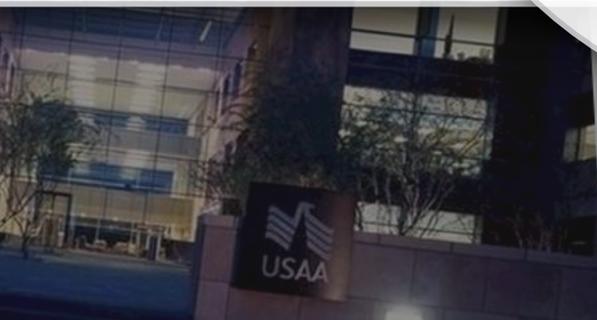
AZ'S BEST
**GIVE
BACK**



**GET TO
KNOW**

The 100 Best

The Best
Companies
For LGBT+
Employees



Our modern
approach makes
us different.

Our people make
us better.



At Schwab, we're in the business of people. We're driven by the challenge of helping people take ownership of their financial future. Join our team and you'll not only change lives every day, you'll get to work with great people while you do it.

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thank you



It is our purpose, our calling – and has been for fifteen years. We knew that better workplaces would create better lives, better communities, and more profitable businesses.

Through gaining workplace recognition, Arizona's best companies have experienced financial success. Ten years ago, we were excited about that. Now, we're more excited about how this movement has gone viral, and the overall effects have surpassed what we could imagine fifteen years ago. The entire state has benefited as hundreds of employers have decided to build awesome cultures. Fifteen years ago, it was a vision and passion that wasn't shared by the mainstream. Wow, how far we've come! Now organizations in general recognize the value of company culture, community involvement, and employer branding.

BestCompaniesAZ developed the top four award programs in Arizona over the past 15 years. We pioneered the intersection of recruiting, HR, marketing, and PR. We didn't even have a name for it in 2002, but now employer branding is a major component of business strategy. There will likely be exciting growth in our own future, since as our clients grow, we'll go where they need us. We've been honored to work alongside the best companies in Arizona – small and large, startup and established – for the past fifteen years, and we look forward to the next 15!

Thank you for celebrating with us!

Denise Gredler
Founder and CEO

Lee Vikre
Managing Partner

Lindsay Smith
Director Customer
Success

Jocelyn Cook
Director, Marketing
& Communications



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Announcing the 100 Best Arizona Companies

It's an Impressive Group



They're the ones you read about because of all the good they accomplish. The innovations. The community service. The fun activities. They are major, established multinational brands – and they are also tech upstarts, disrupting the California stereotype by locating in the Silicon Desert. They are diverse in many ways, but they all have made the commitment to be outstanding.

On March 1st we announced the 2017 list of 100 Best Arizona Companies in conjunction with our 15th anniversary serving Arizona's business community. We chose this year's '100 Best Arizona Companies' using our proprietary research on award-winning companies that spans back to 2002. A long list of outstanding companies were vetted by a committee over a period of months, and the winners represent shining examples of best practices in action.

In order to highlight the outstanding characteristics of the 100 Best, we've divided them into six categories. Designed through careful research of renowned behavioral scientist, Dr. William Glasser, these six categories represent an authentic scientific approach demonstrated by past success. Companies need all of these characteristics, but some are naturally stronger in one or another. We hope you are inspired by these companies and learn from them.

HERE'S WHAT THESE CATEGORIES MEAN

Best of Trailblazers: Companies that have pioneered and sustained their exceptional performance by all metrics over fifteen years, representing the best of the best.

Best of Heart: Through building relationships with employees, customers, and in the community, these companies show how much they care.

Best of Cool: Top organizations with strong, unique workplace cultures, where they know how fun can help create the best work ever.

Best of Stars: At the height of their powerful success, these companies are masters of their fields, inspiring confidence in customers and employees alike.

Best of Wings: Innovation, empowerment, freedom, creativity (and maybe disruption) shine at the forefront of these companies.

Best of Future: With great potential for growth and representing a new era of business in Arizona, these are the organizations we want to watch for the future.

Take a look inside for their stories - how they have built their companies around a sense of purpose, how they hire, how they lead, how they delight their customers, how they create their employer brands, and how they partner with their communities.

Whether you're building your dream career, a CEO building a successful company, or a manager or entrepreneur eager to learn, you'll be inspired by the 100 Best Arizona Companies. ■■■



A LEGACY OF SERVICE

➤ In 1922, 25 Army officers founded USAA to insure one another when no one else would. And to this day, serving the military community remains our priority.

Through charitable contributions and volunteer efforts, USAA is honored to lead and inspire actions to improve lives in the military community and local communities where our employees live and work.

#USAASERVES | [USAA.COM/CORPORATERESPONSIBILITY](https://www.usaa.com/corporateresponsibility)



MEET THE TRAILBLAZERS

The 15 Trailblazers have had a significant impact over many years on our Arizona community, their employees and the economy. Get to know a few of them:

CHARLES SCHWAB

Charles Schwab is a trailblazer because they stay true to their culture of service, teamwork and seeing challenges "through clients' eyes."

They also remain bonded by a simple quote from Chuck Schwab: "Always put the client first. No matter what."

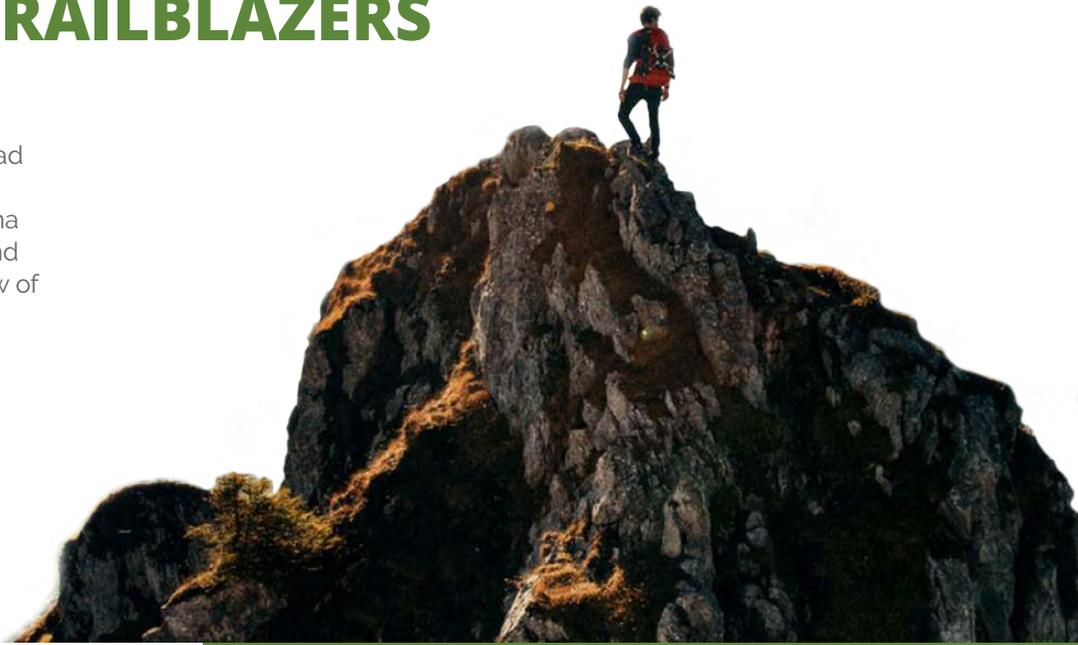
On the cutting edge of both financial services and culture development, Charles Schwab proved one of the first companies to demonstrate that consumer brand and employer brand should end up blended,



without segmentation, and provide transparency. It's easy to see what Charles Schwab is like, whether referring to customer experience or employee experience.

DIGNITY HEALTH

With a long history of compassionate care, Dignity Health had its Arizona beginning with the establishment of St. Joseph's sanitarium in 1895. As a fifteen-year Trailblazer, Dignity Health was among the first healthcare institutions to measure the positive, tangible



"Companies that have pioneered and sustained their exceptional performance by all metrics over fifteen years, representing the best of the best."

effect of a healthy work culture on patient satisfaction. Since then, Dignity has become well known for the approach of Hello Humankindness. It developed from the proven idea that human connection also leads to better health.

GOODMANS INTERIOR STRUCTURES

Goodmans Interior Structures is a Trailblazer. They've innovated for the past 60 years, making a difference in the community as well as the lives of employees. From inventive but humble beginnings three generations ago, to today's innovative Living Office that balances purpose against profits, Goodmans continues to provide an example through an inspiring mission, vision and values.

Just as Adam Goodman took a deep dive into the purpose, character and mode of work of his own company, Goodmans guides clients and employees to do the same.

USAA

USAA gained the #1 place on the inaugural 2003 Best Companies list. That was when the company was so new in Arizona that their facilities weren't yet finished. Now, they remain at the top of the game and a proven Trailblazer. How? In 15 years, while circumstances have



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[#humankindness](https://twitter.com/humankindness)



changed, the mission of USAA remains the same. Furthermore, employees still have a passion for it. USAA employees remain immersed in a culture that profoundly embraces the service and sacrifices made by the U.S. military and their families.

QUARLES & BRADY

As the only law firm to be recognized as a Trailblazer, Quarles & Brady earned that designation in 2003, 2007, and 2017. Why do people love working there? Their three secrets are diversity, community involvement, and open communication.

Quarles & Brady is a leader in mentoring and developing outstanding, diverse attorneys, with percentages of women and diverse partners exceeding national averages. Through Quarles Cares volunteer initiatives, attorneys as well as staff have opportunities to commit themselves personally and hands-on to civic and charitable efforts. Open communication helps employees feel connected to the bigger vision of the organization they are helping to grow.

VANGUARD

The Vanguard culture remains rooted in the core values of integrity, focus, as well as stewardship. Vanguard has for many years been recognized for career development, diversity and commitment to growth for women.

Vanguard is proud of their long tenured crew. They



Vanguard Scottsdale

serve clients in order to give them the best chance for investment success. Always known as a benefits-rich firm, Vanguard introduced new programs in 2017 that support crew during four pivotal times of life: education, welcoming children, acting as a caregiver, and transitioning after a career at Vanguard.

Congratulations to the remaining Trailblazers for all you've done in Arizona for the past 15 years: American Express, Cox Communications, Deloitte, Discover Financial Services, Edward Jones, GoDaddy, Homeowners Financial Group, Mayo Clinic, and Medtronic. 🇺🇸

PROUD TO BE SELECTED AS A
100 Best Arizona Company – Trailblazer



Meet the *Wings*



100 BEST

ARIZONA COMPANIES



#100BestAZ

The Wings category is described as:

These organizations create cultures where their employees can soar — doing their best work because they feel supported professionally and personally. They are empowered to make decisions, to innovate and to contribute to the success of their organizations.

MASSMUTUAL ARIZONA

Being a Best of Wings award winner means that everyone in the company has an opportunity to fly. At MassMutual Arizona, advisors receive the necessary tools and resources to become a successful advisor. Advisors have the rare opportunity of virtually unlimited earning potential while also having a flexible work schedule. The greatest achievement for any MassMutual of Arizona advisors is the ongoing impact they have on their clients' financial future.



RYAN

Empowered by the dynamic myRyan work environment, widely recognized as the most innovative in the tax services industry, Ryan has gained recognition as one of the Best of Wings award winners.

As opposed to a traditional work environment, Ryan marks a cultural shift that changes the measurement of work from hours to results. Through collaboration and support, Ryan employees thrive in a guilt-free workplace. That means the focus remains on results and superior client service, rather than where and when the work happens. Ryan provides one of the strongest examples of how a culture of flexibility for employees results in better service for clients as well as a stronger bottom line.

Innovation, empowerment, freedom, creativity (and maybe disruption) shine at the forefront of these companies.

TGEN

Best of Wings winner TGen — the Translational Genomics Research Institute — was built with innovation at its very core. "TGen fosters a fast-paced environment where the employees at every level feel highly motivated by the mission — a drive to make life better for people by figuring out the most complex of humanity's health issues," said TGen Chief Operating Officer Tess Burseson.

TGen's entrepreneurial culture also highly values teamwork. Recognizing that research and medicine are profoundly human endeavors, TGen has been successful in supporting the needs of employees who live multi-faceted lives. An award-winning wellness program is a prime example of the commitment TGen makes to the people making breakthroughs possible.



After discovering that many Americans delay care because they feel uncomfortable leaving work for medical appointments, Zocdoc created Unsick Day – a dedicated day off for working Americans to take care of their annual physicals and other routine healthcare appointments easy to put off.

Congratulations to these additional Best of Wings award winners: Axosoft, FlexPrint, Henry & Horne LLP, Infusionsoft, Kimpton Hotels, Laser Spine Institute, McCarthy Building Companies, Inc., UnitedHealthcare, Ventana Medical Systems, Inc., Verizon Wireless and Yodle. 🏆

ZOCDOC

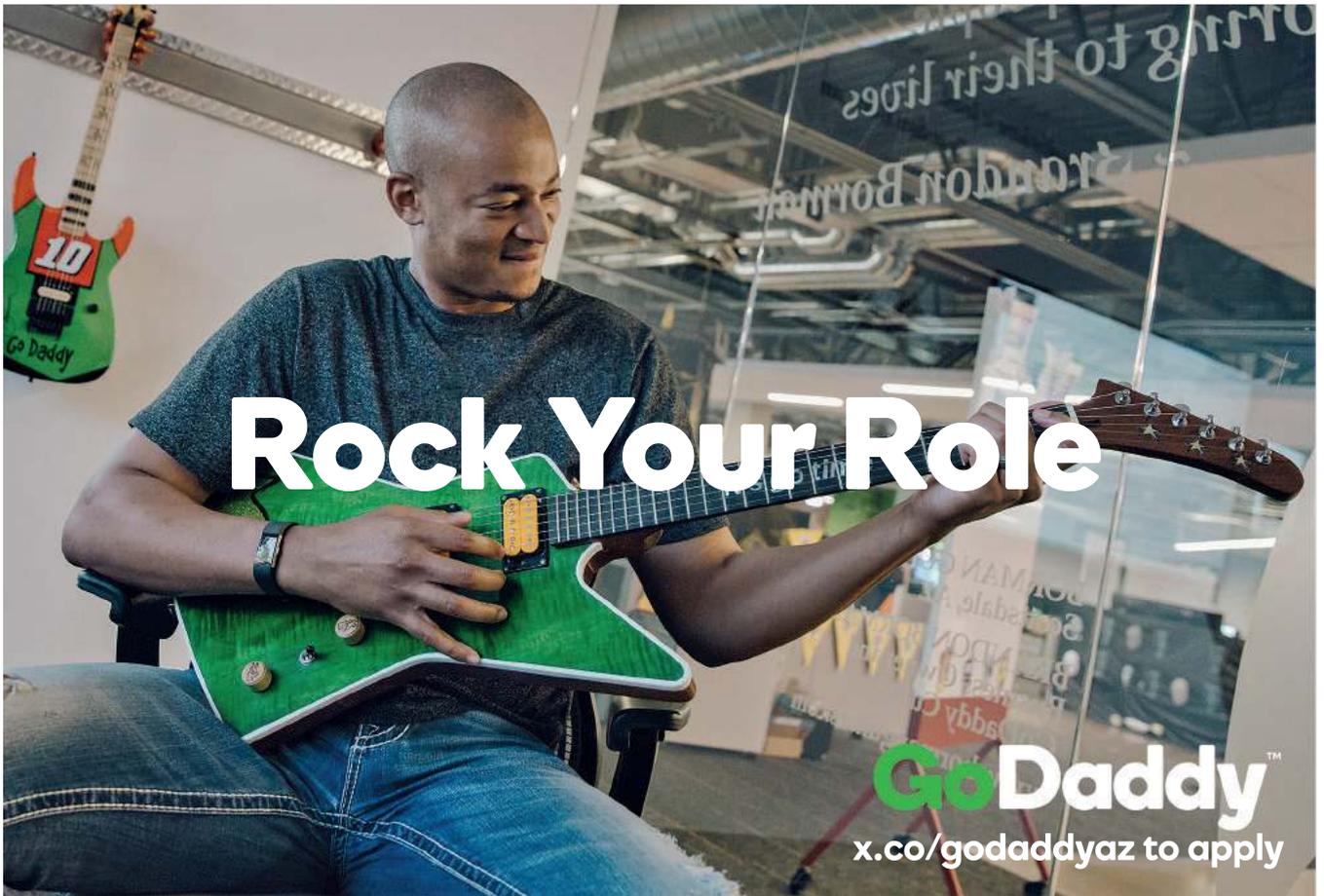
Zocdoc started with a mission to give power to the patient. In order to accomplish such an ambitious goal, the Zocdoc team worked to solve the healthcare system's problems one-by-one. They started at the beginning with finding and then booking a medical appointment.

**CAREER
CONNECTORS**
Real Careers. Real Connections.

OUR MISSION

Connecting Professionals in
Career Transition with
Hiring Companies and
Quality Resources

CAREERCONNECTORS.ORG



Rock Your Role

GoDaddyTM
x.co/godaddyaz to apply



Vanguard[®]

I am confident
my future lies
in doing good
work with
great people.
I am Vanguard.



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Introducing The Best of Cool



Top organizations with strong, unique workplace cultures, where they know how fun can help create the best work ever.

The coolest companies know that if you mix a purpose-driven culture with lots of fun, you create great outcomes for customers, employees, and the organization as a whole. Get to know a few of the Best of Cool winners:

BEST COMPANIES FOR MILLENIALS

While everyone wants to work in a great company, millennials have their own take on the concept. The following 100 Best Arizona Companies that have a proven track record of special millennial appeal:

- Camden Property Trust
- Direct Energy
- GoDaddy
- Hyatt Regency Phoenix
- Infusionsoft
- Progrexion
- Quicken Loans
- Ryan
- USAA
- Workiva

MELTMEDIA

meltmedia works with clients to build great digital experiences for screens of all sizes. The company was built on the foundation of relationships and working with people you like. Managers and co-workers are considered friends. The principle of maintaining good relationships extends to clients, many of whom have been with the company for 10-15 years.

The friendly atmosphere adds to the fun as workers enjoy movie days, zoo trips, lunch guests, and paint parties. Creativity and innovation is enhanced by the flexibility to work from home and bring dogs to the office. The result? Great work.





Quicken Scottsdale

QUICKEN LOANS

The cool factor at Quicken Loans is measured in superlatives; "wonderful people, marvelous benefits, terrific perks, and a whole lotta love."

Quicken Loans believes that there is a direct connection between employee empowerment and amazing client service. With that in mind, every new hire attends a 10-hour orientation led by Dan Gilbert, the company's founder – even as the company has grown to more than 16,000 team members. The day is totally based on the company values, or ISMs, which serve as the company's foundation.

SITELOCK

Work hard, play hard. SiteLock employees make a commitment to be a part of something cool. Employees put clients first and commit to solving real problems for small to mid-size businesses.

Breakfast gets the team going on Monday, lunch on Friday helps them wind down their week, and there are snacks all week long. In this engaging, creative culture, you'll see people having fun and laughing everywhere.

WORKIVA

Results-driven culture empowers employees to take action along with accountability – which means that employee ideas

drive company policy. Paternity leave and the development of a diversity and inclusion committee are two examples. Innovation directly results from employee collaboration with customers.

Outstanding training and development opportunities include 225 companywide courses. The very latest in technology, along with flexible hours, enables workers to do their jobs the best they can, from wherever they work best. Fitness centers, free breakfast and snacks, and a dog-friendly environment make Workiva even more cool.

YELP

Yelp gets five stars from employees. With "be unBORing" as one of the company values, Yelp is committed to increasing diversity and transparency in the tech industry overall.

An expanding company, Yelp retains an exciting startup-like culture where even the competitions are fun, and the kitchen is fully loaded. Advancement-minded employees appreciate the top-notch training, especially strong for those seeking a career in sales.



Congratulations to these additional Best of Cool award winners: Carvana, DriveTime Automotive Group, GPS Insight, Harrah's Ak-Chin Casino Resort, International Cruise & Excursions, Nextiva, Shutterfly, StormWind Studios, The Lavidge Company, and WebPT. 🇺🇸

BEST COMPANIES LGBT+ EMPLOYEES

Inclusivity is paramount in workplaces these days. And some companies place it as a priority when it comes to making their team members feel comfortable to be themselves.

- Aetna
- Charles Schwab
- CBRE
- GoDaddy
- Hyatt
- JPMorgan Chase
- PayPal
- Synchrony Financial
- Vanguard
- Yelp



building affordable housing

revitalizing neighborhoods

improving communities



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Best of Heart winners of the 100 Best Arizona Companies know it's not about rules — it's about relationships. While some companies (especially nonprofits) have caring as part of their mission, others just understand that if the company cares, it will prosper. The following list includes companies with heart and soul infused into their work. The Best of Heart category is described as:

Through building

relationships with employees, customers, and in the community, these companies show how much they care.

HABITAT FOR HUMANITY CENTRAL ARIZONA

Habitat for Humanity's mission brings people together to build homes, communities, and hope. Companies who volunteer and donate benefit too. By partnering with Habitat, a company demonstrates its commitment to the local

community in a direct and highly visible way.

As employees join forces to build together, they also build their own teamwork, communication, and leadership skills. The partnership between Habitat for Humanity Central Arizona, local corporations, and families in need benefits the whole community.

Everyone benefits when working with companies like these

HYATT REGENCY PHOENIX

At Hyatt, employees work in an environment that demands exceptional performance, but at the same time delivers great rewards. When a company cares about their colleagues like Hyatt Regency Phoenix does, the colleagues care about the guests. This doesn't come from a rule book, it comes from the heart.

Hyatt's commitment to caring for their employees and





guests extends to giving back to their local communities. The Hyatt Regency Phoenix provides opportunities for team members to serve with a variety of local charitable organizations in metro Phoenix, which not only fills needs, but strengthens their teams.

MAKE-A-WISH ARIZONA

As the founding chapter of the now international wish granting organization, Make-A-Wish Arizona® granted 365 wishes in fiscal year 2016, a record in Arizona.

This organization is dedicated to granting the wishes of children with life-threatening



medical conditions to enrich the human experience with hope, strength and joy. Consistently listed as a top employer and top charity, Make-A-Wish Arizona is an inspiring and rewarding place to work. That's why it's also one of the top companies with heart.

PROGREXION

Progrexion employees understand that they have the opportunity to help hundreds of thousands of consumers each year. Progrexion operates the technology and support services that help consumers access and understand information contained in their credit reports, and to correct inaccuracies with



individual creditors, other data furnishers and the national credit bureaus.

Progrexion employees are given tools, training, and opportunities for advancement in a caring and diverse environment. Employees are able to grow their careers while helping make a real difference in the lives of others. The leadership at Progrexion also believes in the importance of giving back to their communities. Opportunities to serve not only build relationships within the community, but foster team building among employees.

ST. MARY'S FOOD BANK ARIZONA

Founded in 1967, St. Mary's is the world's first food bank. Today, St. Mary's Food Bank is one of the largest food banks in the United States, and proud of the impact it has had on Arizona—and the world.

Going to work each day is one thing. Going to work for St. Mary's Food Bank Alliance is so much more. It's helping others who are most in need, as one of the best companies with heart. It's using talents in new and different ways. Also, it's making a difference in the community. Corporate partners get involved in many ways, by donating funds, time, or food, all of which help provide an important service to a vast group of people in need.



Congratulations to these additional Best of Heart Winners: Aetna, Arizona Charter Academy, Arizona Diamondbacks, Blood Systems, CBRE, Embry-Riddle Aeronautical University, Grand Canyon University, Intuit, J.P. Morgan Chase, Lovitt & Touché, National Bank of Arizona, Orchard Medical Consulting, PayPal, Phoenix Children's Hospital and Y Scouts. ■■■

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Proud to be selected as a
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Still Growing! Still Hiring!

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Progrexion



Stars send their own light, generated from within and shining bright in our night sky. The 100 Best Arizona Companies Best of Star winners are companies that shine and are described as:

At the height of their powerful success, these companies are masters of their fields, inspiring confidence in customers and employees alike.

Here are a few nuggets of wisdom from five of the Best of Star companies:

AXON

A vision bigger than just cameras or weapons, Axon (formerly Taser) works every day to make the bullet obsolete. "Protect Life" is much more than a tagline, it's the mission that drives Axon employees.



That mission spurs people on, whether they are writing code or launching new devices. Axon employees view their careers as much more than jobs; they are able to tell stories illustrating how body-worn video could possibly quell civil unrest, and of how TASER smart weapons can actually de-escalate force. No wonder Axon employees believe their company is a great place to make a difference. Axon, for its part, recognizes the hard work and responsibility of all Axon employees, and gives back by focusing on employee happiness and unique perks.

BEST COMPANIES
FOR WORK-LIFE BALANCE

Between implementing health and wellness initiatives and building fun cultures that promote flexibility, several stellar organizations among the 100 Best Arizona Companies work extra hard to keep their people happy.

- American Express
- Henry+Horne
- Longboard Asset Management
- meltmedia
- Remarkable Health
- Ryan
- Shutterfly
- USAA
- Vanguard
- Workiva

BETTER BUSINESS BUREAU OF GREATER ARIZONA

Better Business Bureau (BBB) not only has high ethical standards, they set them. For over 100 years, BBB has helped people make smarter decisions and is evolving to meet fast changing marketplace needs.



Through various programs, BBB reinforces the importance of ethical business practices creating a community of trustworthy businesses. One of the programs is the BBB Torch Awards for Ethics, which recognizes companies for ethics in leadership, communication, performance management, human resources, and commitment to the community.

BBB believes in giving back to the communities they serve and offers employees a paid day off a quarter to support a local charity of their choice.

GEICO

A key to GEICO's strength is developing careers for those who start at entry level. Nearly 80% of the management team started at entry level, including the CEO, so they have a proven track record of success at helping employees develop.

This success is partly due to the accelerated Management Development Program GEICO has created for entry-level college grads.

BEST COMPANIES WOMEN IN FINANCE

The best companies for women in finance recognize that female employees provide the perspectives that will help their companies better serve their diverse clients, so they're eager to recruit top quality women candidates.

- American Express
- Charles Schwab
- Edward Jones
- Homeowners Financial Group
- Longboard Asset Management
- JPMorgan Chase
- PayPal
- USAA
- Vanguard

OGLETREE DEAKINS NASH SMOAK & STEWART P.C.

Ogletree Deakins is one of the largest labor and employment law firms representing management in all types of employment-related legal matters. Premier client service, as outlined in the firm's Client Pledge, is one of the firm's top priorities and a cornerstone of its core values.

Ogletree Deakins believes that professional development, diversity, and inclusion are integral to their outstanding performance and exceptional client service. They are committed to having a highly talented, vibrant workforce that reflects the growing diversity of our communities and our clients, and that can bring their diverse talent to bear on all client matters.

STRYKER SUSTAINABILITY SOLUTIONS

Stryker promotes creativity by recruiting people who are invested in working toward a greater cause – making healthcare better. The company helps thousands of healthcare facilities become more financially and environmentally sustainable by saving them millions in supply costs and diverting millions of pounds of waste from landfills each year.

A strengths-based organization, Stryker embraces unique strengths and experiences, providing employees the opportunity to fortify and grow their talents and enjoy dynamic career opportunities. At Stryker, employees have the opportunity to develop careers based on strengths and potential, including the possibility to move geographically, functionally, laterally and vertically.



Congratulations to these additional Best of Star winners: Camden Property Trust, CopperPoint Insurance Companies, Cresa, Fennemore Craig, General Motors Company, GM Financial, Kitchell, Paychex, PING, Inc., The Plaza Companies, Pollack Investments, Protiviti, Sonora Quest Laboratories, Sundt Construction, Synchrony Financial.

A strong mission, a top-notch training program, and a commitment to the community can go a long way in making a corporation shine! ■■■



A rizona is in the midst of an exciting business transformation. With a strong workforce and cost-effective infrastructure, Arizona is attracting droves of new companies, from tech to manufacturing, from startups to established brands. As the relatively new names emerge into the Arizona business scene, they both compete and support each other in attracting great talent. These companies to watch know the value of an authentic employer brand as well as a genuinely positive culture. We're also eager to see how these companies shape how we view great workplaces in the future.

Here are our picks for the Best of the Future, companies we want to watch in the years ahead – because we're confident that as they grow, they'll have a strong impact on the state of Arizona.

DIRECT ENERGY

While many of our "Future" winners include startups or small, fast-growth companies, Direct Energy encompasses one of North America's largest energy and energy-related service providers. Four common elements of a great company are evident there: strong culture, diversity, a wellness focus, and community involvement.

An open office environment encourages collaboration. There are no individual offices, not even for the President. It's no surprise that communication is highly valued, and information is shared across a variety of channels. That includes a best-in-class intranet and an employee-only app, Powerchat.

ENDURANCE INTERNATIONAL GROUP

With a simple mission to bring together technology, people, products and data to empower small business, Endurance International Group survived the dotcom bust to grow to more than 4,000 employees worldwide, including a rapidly growing location in Tempe.

The company recognizes how crucial employees' career success is for company success. Employees remain empowered to help shape the company, resulting in upper mobility. Career paths take shape as new hiring favors internal promotions. Employees appreciate the high energy and culture of empowerment that epitomizes the Endurance Tempe office; the generous benefits and perks provide the added cherry on top.

BEST PLACES TO WORK IN HEALTHCARE

Healthcare is such a growing field, which means ample opportunities exist for medical, technical and administrative professionals. A few of the 100 Best Arizona Companies are going the extra mile to be the best places to work in healthcare.

- ➔ Dignity Health in Arizona
- ➔ Laser Spine Institute
- ➔ Mayo Clinic
- ➔ Orchard Medical Consulting
- ➔ Phoenix Children's Hospital
- ➔ Pinnacle Transplant Technologies
- ➔ Sonora Quest Laboratories
- ➔ Stryker's Sustainability Solutions
- ➔ TGen
- ➔ Ventana Medical Systems

BEST COMPANIES FOR VETERANS

In looking at the 100 Best Arizona Companies, many of them are great places for veterans to build a thriving second career. These employers demonstrate a commitment to hiring veterans and many have received recognition for it!

- Aetna
- CBRE
- Charles Schwab
- GoDaddy
- Intuit
- JPMorgan Chase
- Quicken Loans
- PayPal
- Sundt
- USAA

GALVANIZE

Galvanize bills itself as the learning community for technology. But the company is every bit as disruptive as the industry it serves. A 21st-century school for engineers, entrepreneurs and data scientists, Galvanize provides a fresh approach for those building a tech career. The energy, intellect and ambition of Galvanize students, members and alumni are at the heart of a learning community that promotes belonging, and that also celebrates courage and growth.

Those who choose to work in this courageous new concept will help countless students and entrepreneurs network, learn, and level-up.

REMARKABLE HEALTH

A passion for removing obstacles in order to make the world a better place powers this fast-growing technology company. Furthermore, Remarkable Health remains committed to making administrative work easier for behavioral health professionals to

better focus on helping others. CEO Peter Flick also believes in the value of a strong culture, so employees become the best versions of themselves.

As a result, an open and transparent environment has allowed the company to grow without silos, encouraging employees to go beyond current expertise. Careers develop fast at Remarkable,

which is a refreshingly female-friendly tech organization. Women prove well-represented across the company, including in leadership.

COMPANIES TO WATCH IN THE YEARS AHEAD

SPEAR EDUCATION

The Spear team is driven by their collective desire to provide the finest continuing education experience and product offerings that directly address the clinical and business challenges that many dentists face today.

Spear Education believes that every member of the team is essential to success – for both the client and the company. They've got a unique workplace. Professional, enriching, and challenging, with great leadership and great people, Spear team members work hard and love to have fun. Spear actively participates in company-wide quarterly initiatives including community outreach, wellness and team member appreciation events.



The future of the Arizona job market is bright with great organizations like these. From companies disrupting the mattress industry, to a creative digital marketing agency, from a biotech company who works to humanely control animal pest populations, to a transportation logistics company, the Best of Future companies to watch are a diverse group and so we congratulate all of them: DoubleDutch, GlobalTranz, Longboard Asset Management, Markitors, NextNet Partners, Pinnacle Transplant Technologies, QuickSpark Financial, Revature, SenesTech and Tuft & Needle. ■■■

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What Makes a **Cool** Company Culture in 2017?

GoDaddy Tempe

It's not just about foosball tables and happy hours anymore. Yes, "cool companies" are still known for their fun workplaces, but while the game spaces and free sodas are still there, the focus has evolved into more meaningful company culture building. After all, what is it that makes for a cool company culture these days?

Here are some of the more exceptional company culture characteristics we found in a few of the 100 Best Arizona Companies:

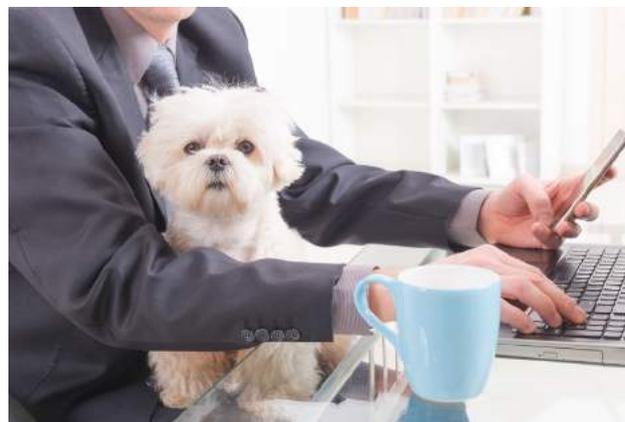
FABULOUS CONFERENCES

It's all hands on deck as employees of leading tech companies work together across functions to create exceptional customer experiences. Anyone who has worked on productions ranging from major motion pictures to local amateur theater understands the satisfaction of joining together diverse skills, talents, and technologies across functions to create something none of them could accomplish alone. The ultimate team-building exercise, producing a user

conference results in stretch challenges, broader perspectives, and greater benefits than simply imparting information about products and features. Putting together a conference creates a sense of pride and fulfillment for employees. One great user conference example: Workiva's TEC (The Exchange Community).

PET-FRIENDLY OFFICES

We knew it all along – and now we have the research to prove it. Dogs in the office reduce stress, improve workplace relationships, and even increase productivity. The "awww factor" of dogs adds sparkle to a company's talent acquisition efforts. Like most worthwhile efforts, making a workplace successfully pet-friendly can pose challenges and also requires planning. Sometimes they mistake the astro-turf rug for actual turf. But the more we learn, the more we find more pluses than minuses in including



four-footeds on the team. You can learn more about the job descriptions of actual office dogs by reading about meltmedia's pack of pawsome pups. Thoughtful Workspace Design

Cool companies have always been conscious of their physical

space. While industrial-inspired, open-plan interior designs are currently fashionable, the latest design fads don't always make sense for every company. The best workspace design not only is shaped by company culture, it influences its character in powerful ways. Adam Goodman, CEO of Goodmans Interior Structures, advocates for a "Living Office" as a more natural and desirable workplace that fosters greater connection, creativity,



BEST COMPANIES DIVERSITY & INCLUSION

Workplaces are increasingly implementing ways to embrace the diversity of their employees. From winning national awards for their inclusion of women and minorities to providing tailored resource groups, these companies are great examples.

- American Express
- Camden Property Trust
- Cox Communications
- Deloitte
- General Motors
- Hyatt Regency Phoenix
- Medtronic
- Quicken Loans
- Synchrony Financial
- USAA

and productivity. Says Goodman, “Organizations need to balance purpose with profits, and the needs of the individual with the needs of the group. When all of these factors are in harmony, you can achieve prosperity.”

EMPLOYEE RESOURCE GROUPS

Companies with a cool company culture not only hire diverse staff, they also support them through Employee Resource Groups. ERGs increase engagement, maximize the benefits of diversity within the marketplace, and develop leadership skills among participants. Also, GoDaddy’s ERGs support Veterans, Latinos, Blacks, LGBT, Fitness, and Women. GDVET (GoDaddy Veterans) creates a welcoming and vibrant community with shared experience and values of military

service. This ERG promotes career development and continued skill development of Veterans at GoDaddy. GDWIT (GoDaddy Women in Technology) serves to create an ongoing conversation among employees regarding issues of interest to women in the workplace, and to provide new opportunities to create impact for women and girls in local communities. In addition to a robust speaker series, who have included BlogHer founders, Lisa Stone and Elisa Camahort to Anita Borg President Telle Whitney, GDWIT hosts networking events and community activism.

What’s “cool” has changed as well as evolved over the years. From the soothing effect of an office dog to the energizing impact of a fitness-focused employee group, these 100 Best Arizona Companies stay ahead of the curve. ---



BEST OF TRAILBLAZERS

AMERICAN EXPRESS
CHARLES SCHWAB
COX COMMUNICATIONS
DELOITTE
DIGNITY HEALTH
DISCOVER FINANCIAL SERVICES
EDWARD JONES
GODADDY

GOODMANS INTERIOR STRUCTURES
HOMEOWNERS FINANCIAL GROUP
MAYO CLINIC
MEDTRONIC
QUARLES & BRADY, LLP
USAA
VANGUARD

CONGRATS TO



BEST OF COOL

CARVANA
DRIVETIME AUTOMOTIVE GROUP
GPS INSIGHT
HARRAH'S AK-CHIN CASINO RESORT
INTERNATIONAL CRUISE & EXCURSIONS
MELTMEDIA
NEXTIVA
QUICKEN LOANS

SHUTTERFLY
SITELOCK
STORMWIND STUDIOS
THE LAVIDGE COMPANY
WEBPT
WORKIVA
YELP

THE 100



BEST OF STARS

BETTER BUSINESS BUREAU SERVING GREATER AZ
CAMDEN PROPERTY TRUST
COPPERPOINT INSURANCE COMPANIES
CRESA
FENNEMORE CRAIG
GEICO
GENERAL MOTORS COMPANY
GM FINANCIAL

KITCHELL
OGLETREE, DEAKINS, NASH, SMOAK &
STEWART, P.C.
PAYCHEX
PING, INC.
THE PLAZA COMPANIES
POLLACK INVESTMENTS
PROTIVITI

SONORA QUEST LABORATORIES
STRYKER'S SUSTAINABILITY
SOLUTIONS
SUNDT CONSTRUCTION
SYNCHRONY FINANCIAL
TASER | AXON

BEST



BEST OF WINGS

AXOSOFT
FLEXPRINT
HENRY & HORNE LLP
INFUSIONSOFT
KIMPTON HOTELS
LASER SPINE INSTITUTE
MASSMUTUAL ARIZONA
MCCARTHY BUILDING COMPANIES, INC.

RYAN
TRANSLATIONAL GENOMICS RESEARCH
INSTITUTE (TGEN)
UNITEDHEALTHCARE
VENTANA MEDICAL SYSTEMS, INC.
VERIZON WIRELESS
YODLE
ZOCDOC

BEST OF FUTURE

DIRECT ENERGY
DOUBLEDUTCH
ENDURANCE INTERNATIONAL GROUP
GALVANIZE
GLOBALTRANZ
LONGBOARD ASSET MANAGEMENT
MARKITORS
NEXTNET PARTNERS

PINNACLE TRANSPLANT TECHNOLOGIES
QUICKSPARK FINANCIAL
REMARKABLE HEALTH
REVATURE
SENESTECH
SPEAR EDUCATION
TUFT & NEEDLE

ARIZONA



COMPANIES



BEST OF HEART

AETNA
ARIZONA CHARTER ACADEMY
ARIZONA DIAMONDBACKS
BLOOD SYSTEMS
CBRE
EMBRY-RIDDLE AERONAUTICAL
UNIVERSITY
GRAND CANYON UNIVERSITY
HABITAT FOR HUMANITY CENTRAL
ARIZONA
HYATT REGENCY PHOENIX

INTUIT
JPMORGAN CHASE
LOVITT & TOUCHÉ
MAKE-A-WISH ARIZONA
NATIONAL BANK OF ARIZONA
ORCHARD MEDICAL CONSULTING
PAYPAL
PHOENIX CHILDREN'S HOSPITAL
PROGREXION
ST. MARY'S FOOD BANK ALLIANCE
Y SCOUTS

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for the past 15 years!



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Recognizing and promoting the best companies
in Arizona is what we do **BEST**

