



ARIZONA
CAPITOL TIMES

**Top
Companies**

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Publisher’s Note

I’m honored to congratulate the 2021 Top Companies to Work for in Arizona, a program by the Arizona Capitol Times, Best Companies AZ, Best Companies Group and BridgeTower Media, the parent company of Arizona Capitol Times.



We surveyed companies in the state and the Top 100 firms, whose accomplishments we celebrated in a virtual event on Aug. 24, received the highest marks from their employees. It is an honor they should be very proud of!

I’m particularly aware of the difficulties posed by the pandemic

since last year, but the companies that we are honoring proved to be efficient, resilient and caring.

It’s no wonder their employees have given them such high marks. Collectively, these companies make Arizona what it is today – a flourishing state with a vibrant economy. Indeed, this recognition serves as a testament to the resiliency and vibrancy of our state.

Congratulations once more to all the winners of this year’s Top Companies to Work For in Arizona.

Luige del Puerto
 Publisher & Editor
 Arizona Capitol Times/Arizona News Service

This program is brought to you by



ARIZONA CAPITOL TIMES

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 1-877-615-9536
 subscriptions@thedolancompany.com Re-deliver a missing or damaged newspaper copy 602-258-7026

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The Top 100 Survey

Best Companies Group conducted the research and the two-part assessment process for companies that took part in the Top Companies survey. Twenty-five percent of the evaluation was based on benefits offered and unique offerings for employees. Each year, we identify new and fun ideas that employers create to keep their staff engaged and valued, such as Free Dilly Bars, Food Truck Fridays, unlimited PTO, generous flex and remote work policies and bring your dog whenever you want. We also noted family-friendly benefits, including paid parental leave. The other 85% of the evaluation was based on part two of the assessment – the employee engagement survey. We heard from the employees, who responded to questions that asked about their workplace satisfaction. The assessment also gave them the opportunity to share special thoughts. According to most research, firms between 35% and 45% of U.S. employees are considered engaged or connected to their employer. But the winners report that they are, on average, 91% engaged.

Arizona Capitol Times (USPS Periodical Permit 545-880, ISSN 0744-7477) is published weekly, with one additional special issue at year end, at Phoenix, Maricopa County, Arizona by Arizona News Service, LLC, 1835 W. Adams St., Phoenix 85007-2603. **Subscriptions:** One year \$189; two years \$299. **Postmaster:** Send all address changes to: Subscription Services PO Box 1667 Minneapolis MN 55480-9936 Periodicals postage paid at Phoenix, Arizona. Telephone: (602) 258-7026 | Subscriptions: 1-877-615-9536 Fax: (602) 258-2504 | e-mail: editor@azcapitoltimes.com Web site: www.azcapitoltimes.com



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Small Companies 15-99 U.S. Employees

Rank	2020 Rank	Company	Industry	U.S./AZ Employment	Corporate Address
1	S-5	Orchard Medical Consulting	Healthcare – Insurance/ Services	74/45	PO Box 54846, Phoenix, AZ 85078
2	N/A	Blue Signal	Staffing	36/15	4545 E Shea Blvd. Suite 250, Phoenix, AZ 85028
3	S-32	MSS Business Transformation Advisory	Consulting	27/27	7250 N 16th Suite 310, Phoenix, AZ 85020
4	N/A	Jigsaw Health, LLC	Nutritional Supplements	20/20	9035 E Pima Center Parkway Suite 4, Scottsdale, AZ 85258
5	S-20	Frazer Ryan Goldberg & Arnold	Legal	57/57	1850 N. Central Avenue Suite 1800, Phoenix, AZ 85004
6	S-35	Optima, Inc.	Real Estate	93/57	630 Vernon Ave. Unit E, Glencoe, IL 60022
7	S-17	Make-A-Wish Arizona	Nonprofit	32/32	2901 N. 78th St., Scottsdale, AZ 85251
8	S-8	eBacon	Financial Services	75/74	20815 N. Cave Creek Rd., Phoenix, AZ 85024
9	N/A	Acclivity Healthcare	Staffing	15/15	8840 E. Chaparral Road Suite 185, Scottsdale, AZ, 85250
10	S-6	Commit Agency	Advertising/PR/Marketing	25/25	58 W. Buffalo St. No. 200, Chandler, AZ 85225
11	S-2	Rose Law Group	Legal	40/40	7144 E Stetson Dr. Suite 300, Scottsdale, AZ 85251
12	S-7	Company Nurse LLC	Healthcare – Insurance/ Services	49/49	8360 E Via De Ventura Blvd. Suite L200, Scottsdale, AZ 85258
13	N/A	Serendipit Consulting	Advertising/PR/Marketing	25/25	407 W Osborn Rd., Phoenix, AZ 85013
14	S-14	ZELUS	Consulting	97/97	5013 E. Washington Street Suite 270, Phoenix, AZ 85034
15	S-15	Clear Title Agency of Arizona	Real Estate	90/90	2901 E. Camelback Rd. Ste. 100, Phoenix, AZ 85016
16	N/A	LaneTerralever	Advertising/PR/Marketing	88/88	645 E Missouri Ave. Suite 400, Phoenix, AZ 85012
17	N/A	Stewardship	Financial Services	20/20	1094 S Gilbert Rd. Suite 210, Gilbert, AZ 85296
18	S-30	Streamline Vacation Rental Software	Technology	65/65	5580 W Chandler Blvd .Chandler, AZ 85226
19	S-31	Ideas Collide	Advertising/PR/Marketing	55/41	6125 E. Indian School Rd. Suite 1001, Scottsdale, AZ 85251
20	S-16	MFRG-ICON Construction	Construction	76/76	15721 N Greenway Hayden Loop Suite 200, Scottsdale, AZ 85260
21	S-28	MassMutual Arizona	Insurance (non-healthcare)	87/84	17550 N Perimeter Drive Suite 450, Scottsdale, AZ 85255
22	S-41	Institute for Supply Management	Nonprofit	50/50	309 W. Elliot Rd. Suite 113, Tempe, AZ 85284
23	S-19	AB&R	Technology	32/31	3431 E Elwood St., Phoenix, AZ 85040
24	M-35	Next Phase Enterprises	Food Broker	98/98	4020 North 20th St., Phoenix, AZ 85016
25	S-4	Equity Methods	Consulting	75/75	17800 N Perimeter Dr. Suite 200, Scottsdale, AZ 85255
26	S-42	Arizona Stone Brick Pavers	Stone, Brick & Paver Supplier	58/50	4502 E Virginia Street, Mesa, AZ 85215
27	N/A	HOM, Inc.	Real Estate	43/42	5326 E Washington St. Suite 5, Phoenix, AZ 85034
28	N/A	BillingTree	Financial Services	97/97	8800 E. Raintree Dr Suite 210, Scottsdale, AZ 85260
29	N/A	LAVIDGE	Advertising/PR/Marketing	65/65	2777 E Camelback Rd., Phoenix, AZ 85016
30	N/A	Solstice Stone	Stone, Brick and Paver Supplier	16/15	3110 N. Greenfield Rd. Ste. 1, Mesa, AZ 85215
31	S-9	LeadMD	Advertising/PR/Marketing	49/49	15001 N 74th St. Suite A, Scottsdale, AZ 85260
32	S-18	Burns Dentistry	Healthcare – Provider	52/52	13404 N Del Webb Blvd., Sun City, AZ 85351
33	S-36	Landings Credit Union	Banking	59/59	2800 S Mill Ave., Tempe, AZ 85282
34	S-38	Vertech	Engineering	76/50	4409 E Baseline Rd. Ste. 127, Phoenix, AZ 85042
35	N/A	Noble Hospice and Palliative Care	Healthcare – Provider	35/35	1845 South Dobson Road Suite 101, Mesa, AZ 85202
36	S-24	The Little Gym International, Inc.	Children's Businesses	27/27	7500 North Dobson Rd. Ste. 220, Scottsdale, AZ 85256
37	S-39	Arizona Charter Academy	Education	83/83	16025 N. Dysart Road, Surprise, AZ 85374
38	N/A	Starwood Custom Homes	Construction	32/32	2350 East Germann Road Suite 24, Chandler, AZ 85286
39	N/A	Bestway (USA) Inc.	Manufacturing	64/64	3411 E Harbour Dr., Phoenix, AZ 85034
40	S-37	Zion & Zion	Advertising/PR/Marketing	29/29	432 S. Farmer Ave., Tempe, AZ 85281
41	S-33	Potter's House Apothecary	Compounding Pharmacy	43/43	21585 N. 77th Ave. Suite 1500, Peoria, AZ 85382
42	N/A	FACINGS OF AMERICA, INC	Wholesale And Retail Sales For Porcelain, Ceramic, Glass Tiles And Natural Stone	23/23	4121 N 27th Street, Phoenix, AZ 85016
43	N/A	Small Giants	Advertising/PR/Marketing	24/19	8100 E Indian School Rd. #201, Scottsdale, AZ 85251



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Medium Employer Category (100-999 U.S. EMPLOYEES)

Rank	2020 Rank	Company	Industry	U.S./AZ Employment	Corporate Address
1	M-8	PURE Group of Insurance Companies	Insurance (non-healthcare)	902/168	6263 North Scottsdale Road Suite #245, Scottsdale, AZ 85250
2	N/A	Fennemore	Legal	341/201	2394 East Camelback Road Suite 600, Phoenix, AZ, 85016
3	M-29	AZPerio	Healthcare – Provider	222/131	7425 E Shea Blvd. Suite 110, Scottsdale, AZ 85260
4	M-15	Spear Education	Technology	260/259	7201 E Princess Drive, Scottsdale, AZ 85255
5	M-10	Suncrest Hospice	Healthcare – Provider	665/68	9800 Monroe St. Suite 809, Sandy, UT 84070
6	M-4	Sentinel Technologies, Inc.	Technology	560/67	2550 Warrenville Rd., Downers Grove, IL 60515
7	N/A	GCON Inc.	Construction	103/85	1606 West Whispering Wind Drive, Phoenix, AZ 85085
8	N/A	Switch Electric, Inc.	Construction	105/105	1415 N. 7th Ave., Phoenix, AZ 85007
9	N/A	Foothills Bank	Financial Services	216/216	11689 S Foothills Blvd., Yuma, AZ 85367
10	M-44	Bryan University	Education	123/123	350 W. Washington Street Suite 100, Tempe, AZ 85281
11	N/A	Paul's Ace Hardware	Retail Hardware	181/181	1800 N. Scottsdale Rd., Scottsdale, AZ 85257
12	N/A	Haynie & Company	Accounting	348/51	1785 W 2300 S , Salt Lake City, UT 84119
13	M-38	Berkshire Hathaway HomeServices Arizona Properties	Real Estate	109/26	14635 N. Kierland Blvd. Suite 160, Scottsdale, AZ 85254
14	N/A	Edupoint Educational Services LLC	Technology	229/226	1955 S. Val Vista Dr. Ste. 200, Mesa, AZ 85204
15	M-40	Integrate	Technology	224/88	111 W. Monroe Street Suite 190, Phoenix, AZ 85003
16	L-29	Best Western Hotels & Resorts	Hospitality/Travel/Tourism	998/825	6201 N. 24th Parkway, Phoenix, AZ 85016
17	M-9	Jennings, Strouss & Salmon, P.L.C.	Legal	166/158	1 East Washington Street Suite 1900, Phoenix, AZ 85004
18	M-25	Credit Union West	Banking	194/194	10150 West Desert River Blvd., Glendale, AZ 85307
19	N/A	Isagenix International	Health and wellness/direct selling	507/507	155 E. Rivulon Blvd., Gilbert, AZ 85297
20	M-18	Midstate Energy & Urban Energy Solutions, Veregy Companies	Sustainability Energy Services Company	478/178	23325 N 23rd Ave. Ste. 120, Phoenix, AZ 85027
21	M-16	ASU Enterprise Partners	Nonprofit	235/232	300 E. University Drive, Tempe, AZ 85280
22	S-21	Equitable Advisors Southwest	Financial Services	124/57	14851 N Scottsdale Rd. #103, Scottsdale, AZ 85254
23	M-43	Edmund Optics	Manufacturing	324/36	101 E. Gloucester Pike, Barrington, NJ 08007
24	S-29	Proctorio	Technology	122/122	6840 E Camelback Rd. Suite 300, Scottsdale, AZ 85251
25	M-22	Optima Tax Relief	Financial Services	656/98	3100 S. Harbor Blvd Suite 250, Santa Ana, CA 92704
26	M-32	Corbins Electric	Construction	644/577	4829 S 38th Street, Phoenix, AZ 85040
27	M-42	First Credit Union	Banking	132/132	25 S Arizona Place Suite 111, Chandler, AZ 85225
28	N/A	Renters Warehouse	Real Estate	167/25	13200 Pioneer Trail Suite 100, Eden Prairie, MN 55347
29	M-28	Learning A-Z	Education	374/188	17855 Dallas Parkway Ste. 320, Dallas, TX 75287
30	M-20	Bishop Fox	Technology	219/105	8240 S Kyrene Rd. Ste. A-113, Tempe, AZ 85284
31	N/A	M Culinary Concepts LLC	Services	113/113	20645 N 28th Street, Phoenix, AZ 85050
32	N/A	Upgrade	Financial Services	422/295	275 Battery St. Floor 23, San Francisco, CA 94111
33	N/A	Tabula Rasa HealthCare	Healthcare – Insurance/ Services	224/120	100 N. Stone Avenue Ste. 109, Tucson, AZ 85701
34	N/A	HomeSmart International	Real Estate	163/138	8388 E Hartford Dr. Suite 100, Scottsdale, AZ 85255
35	M-33	Clean Freak Car Wash	Car Wash	371/252	9237 E. Via de Ventura Ste. 110, Scottsdale, AZ 85258
36	M-36	NOVA Home Loans	Mortgage	911/743	6245 E Broadway Blvd. Ste. 400, Tucson, AZ 85711
37	M-17	Investis Digital	Technology	120/90	11201 N. Tatum Blvd. #200, Phoenix, AZ 85028

Large Employer Category (1,000 or More U.S. EMPLOYEES)

Rank	2020 Rank	Company	Industry	U.S./AZ Employment	Corporate Address
1	L-2	MTSI (Modern Technology Solutions, Inc.), Warfighter Capabilities Business unit	Defense	1300/34	5285 Shawnee Road Suite 400, Alexandria, VA 22312
2	L-3	DPR Construction	Construction	3767/294	1450 Veterans Blvd., Redwood City, CA 94063
3	L-16	Stryker Sustainability Solutions	Manufacturing	1237/299	2825 Airview Blvd., Kalamazoo, MI 49002
4	N/A	PayPal	Financial Services	13000/2212	2211 North First Street, San Jose, CA 95131
5	L-23	CDW	Technology	7691/243	200 N Milwaukee Ave., Vernon Hills, IL 60061
6	L-9	CBIZ	Accounting	4916/126	6050 Oak Tree Blvd. Suite 500, Independence, OH 44131
7	L-22	DriveTime	Retail	3842/1895	1720 W Rio Salado Pkwy., Tempe, AZ 85281
8	L-18	Lovitt & Touché, A Marsh & McLennan Agency LLC Company	Insurance (non-healthcare)	6000/166	360 Hamilton Avenue Suite 930, White Plains, NY 10601
9	L-26	Farmers Insurance	Insurance (non-healthcare)	18768/1695	6303 Owensmouth Ave., Woodland Hills, CA 91367
10	L-15	Camden Property Trust	Real Estate	1727/96	11 Greenway Plaza 2400, Houston, TX 77046
11	L-19	Blue Cross Blue Shield of Arizona	Healthcare – Insurance/ Services	1982/1982	8220 N 23rd Ave. Mailstop C-106, Phoenix, AZ 85310
12	L-25	Charles Schwab & Co., Inc.	Financial Services	21900/3769	3000 Schwab Way, Westlake, TX 76262
13	L-13	Burns & McDonnell	Engineering, Architecture, Construction	7600/117	9400 Ward Parkway, Kansas City, MO 64114
14	L-30	Larry H. Miller Dodge Ram Avondale	Automotive Sales	5293/129	10101 W. Papago Fwy., Avondale, AZ 85323
15	L-28	PCL Construction	Construction	1487/107	2000 S. Colorado Blvd., Denver, CO 80222
16	L-32	Jacksons Food Stores	Retail	3669/98	3450 E. Commercial Court, Meridian, ID 83642
17	L-33	Consumer Cellular	Telecommunications	2266/1541	12447 SW 69th Ave., Portland, OR 97229
18	N/A	Microchip Technology	Manufacturing	6045/2026	2355 West Chandler Boulevard, Chandler, AZ 85224
19	N/A	General Motors Company, LLC	Manufacturing	85700/768	100 Renaissance Center, Detroit, MI 48243
20	N/A	ON Semiconductor	Manufacturing	4047/1004	5005 E. McDowell Rd., Phoenix, AZ 85008

Top Places to Work For - Women

- Must be a "Best Place to Work" in Arizona for 2021
- Must have an 80% average positive response for women
- Must have a minimum of 15 women, regardless of organization size
- Must have at least 10 responses from women
- Organizations with more than 60 employees must have a minimum of 25% women.
- The female response rate must be greater than or equal to 40% (80% for employers with less than 25 women employed in Arizona)
- Companies were ranked by their % average positive response for women.

Rank	Catg. Rank	Catg.	Company	Industry	U.S./AZ Employment	Corporate Address
1	7	Medium	GCON Inc.	Construction	103/85	1606 West Whispering Wind Drive, Phoenix, AZ 85085
2	10	Small	Commit Agency	Advertising/PR/Marketing	25/25	58 W. Buffalo St. No. 200, Chandler, AZ 85225
3	5	Small	Frazer Ryan Goldberg & Arnold	Legal	57/57	1850 N. Central Avenue Suite 1800, Phoenix, AZ 85004
4	1	Small	Orchard Medical Consulting	Healthcare – Insurance/ Services	74/45	PO Box 54846, Phoenix, AZ 85078
5	19	Small	Ideas Collide	Advertising/PR/Marketing	55/41	6125 E. Indian School Rd. Suite 1001, Scottsdale, AZ 85251

Top Places to Work For - Millennials

- Must be a "Best Place to Work" in Arizona for 2021.
- Must have an 80% average positive response for Millennials.
- Must have a minimum of 15 Millennials, regardless of organization size.
- Must have at least 10 responses from Millennials.
- Organizations with more than 150 employees must have a minimum of 10% Millennials.
- The Millennial response rate must be greater than or equal to 40% (80% for employers with less than 25 millennials employed in Arizona).
- Companies were ranked by their % average positive response for Millennials.

Rank	Catg. Rank	Catg.	Company	Industry	U.S./AZ Employment	Corporate Address
1	4	Small	Jigsaw Health, LLC	Nutritional Supplements	20/20	9035 E Pima Center Parkway Suite 4, Scottsdale, AZ 85258
2	15	Small	Clear Title Agency of Arizona	Real Estate	90/90	2901 E. Camelback Rd. Ste. 100, Phoenix, AZ 85016
3	7	Medium	GCON Inc.	Construction	103/85	1606 West Whispering Wind Drive, Phoenix, AZ 85085
4	26	Small	Arizona Stone Brick Pavers	Stone, Brick & Paver Supplier	58/50	4502 E Virginia Street, Mesa, AZ 85215
5	3	Medium	AZPerio	Healthcare – Provider	222/131	7425 E Shea Blvd. Suite 110, Scottsdale, AZ 85260

Top Places to Work For - Hispanics

- Must be a "Best Place to Work" in Arizona for 2021.
- Must have an 80% Average positive response for Hispanics.
- Must have a minimum of 10 Hispanic respondents.
- Hispanics must represent at least 10% of total respondents.
- Companies were ranked by their % average positive response for Hispanics.

Rank	Catg. Rank	Catg.	Company	Industry	U.S./AZ Employment	Corporate Address
1	18	Large	Microchip Technology	Manufacturing	6045/2026	2355 West Chandler Boulevard, Chandler, AZ 85224
2	4	Large	PayPal	Financial Services	13000/2212	2211 North First Street, San Jose, CA 95131
3	18	Small	Streamline Vacation Rental Software	Technology	65/65	5580 W Chandler Blvd .Chandler, AZ 85226
4	8	Medium	Switch Electric, Inc.	Construction	105/105	1415 N. 7th Ave., Phoenix, AZ 85007
5	10	Medium	Bryan University	Education	123/123	350 W. Washington Street Suite 100, Tempe, AZ 85281

Top Places to Work For - Diversity, Equality and Inclusion

- Must be a "Best Place to Work" in Arizona for 2021.
- Points awarded for the number and types of DEI policies or practices in place.
- Points awarded for strength of company-wide agreement on two DEI points:
- My employer enables a culture of diversity
- This organization makes a strong effort to minimize discrimination
- At least 80% of employees must agree that company enables culture of diversity and actively works to minimize discrimination.

Rank	Catg. Rank	Catg.	Company	Industry	U.S./AZ Employment	Corporate Address
1	2	Medium	Fennemore	Legal	341/201	2394 East Camelback Road Suite 600, Phoenix, AZ, 85016
2	9	Large	Farmers Insurance	Insurance (non-healthcare)	18768/1695	6303 Owensmouth Ave., Woodland Hills, CA 91367
3	13	Large	Burns & McDonnell	Engineering, Architecture, Construction	7600/117	9400 Ward Parkway, Kansas City, MO 64114
4	11	Large	Blue Cross Blue Shield of Arizona	Healthcare – Insurance/ Services	1982/1982	8220 N 23rd Ave. Mailstop C-106, Phoenix, AZ 85310
5	10	Small	Commit Agency	Advertising/PR/Marketing	25/25	58 W. Buffalo St. No. 200, Chandler, AZ 85225



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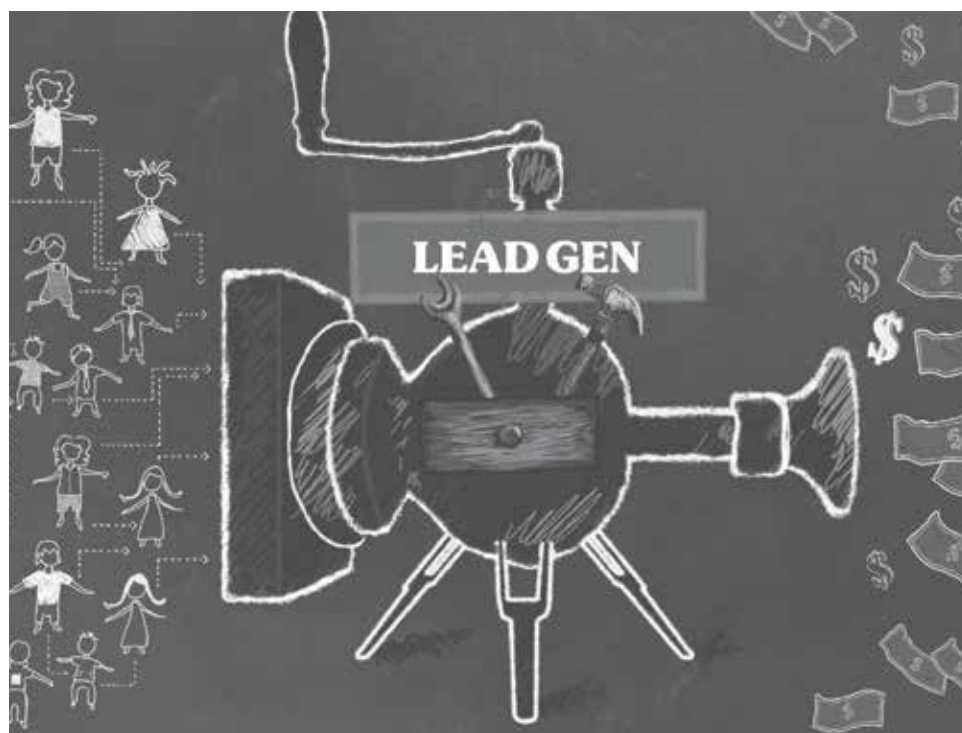
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Top Places to Work For - Healthiest

- Must be a "Best Place to Work" in Arizona for 2021.
- Points awarded in each of the company practice, policy, or benefits areas:
- Health benefits provided to employee and company contribution
- Total number of days provided in PTO policy on when and how sick or leaves can be used
- Flex-time or remote work policies
- Policies that promote healthy work/life balance
- Flex time and remote work polices
- Family leave or care
- Family oriented activities or perks

Rank	Catg. Rank	Catg.	Company	Industry	U.S./AZ Employment	Corporate Address
1	3	Large	Stryker Sustainability Solutions	Manufacturing	1237/299	2825 Airview Blvd., Kalamazoo, MI 49002
2	18	Medium	Credit Union West	Banking	194/194	10150 West Desert River Blvd., Glendale, AZ 85307
3	3	Small	MSS Business Transformation Advisory	Consulting	27/27	7250 N 16th St.310, Phoenix, AZ 85020
4	8	Large	Lovitt & Touché, A Marsh & McLennan Agency LLC Company	Insurance (non-healthcare)	6000/166	360 Hamilton Avenue Suite 930, White Plains, NY 10601
5	12	Large	Charles Schwab & Co., Inc.	Financial Services	21900/3769	3000 Schwab Way, Westlake, TX 76262

Top Places to Work For - Family Friendliest

- Must be a "Best Place to Work" in Arizona for 2021.
- Points awarded in each of the company practice/policy/benefits areas
- PTO policy (Vacation, sick and leave policy)
- Company contribution to health benefits for family members
- Programs that promote a healthy work/life balance
- Flex-time/remote work polices
- Family leave/care
- Family oriented activities/perks

Rank	Catg. Rank	Catg.	Company	Industry	U.S./AZ Employment	Corporate Address
1	3	Large	Stryker Sustainability Solutions	Manufacturing	1237/299	2825 Airview Blvd., Kalamazoo, MI 49002
2	4	Large	PayPal	Financial Services	13000/2212	2211 North First Street, San Jose, CA 95131
3	12	Large	Charles Schwab & Co., Inc.	Financial Services	21900/3769	3000 Schwab Way, Westlake, TX 76262
4	1	Medium	PURE Group of Insurance Companies	Insurance (non-healthcare)	902/168	6263 North Scottsdale Road Suite #245, Scottsdale, AZ 85250
5	8	Large	Lovitt & Touché, A Marsh & McLennan Agency LLC Company	Insurance (non-healthcare)	6000/166	360 Hamilton Avenue Suite 930, White Plains, NY 10601

Top Places in Arizona

These companies, which employ more than 1,000 in Arizona, received the highest marks from their employees.

PayPal

DriveTime

Farmers Insurance

Blue Cross Blue Shield of Arizona

Charles Schwab & Co., Inc.

Consumer Cellular

Microchip Technology

ON Semiconductor

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