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The Best Places to Work in Los Angeles 2025: A Look at the Winners

The 19th annual “Best Places to Work in Los Angeles” awards celebration this year was hosted by the Los Angeles Business Journal at the Biltmore Los Angeles on Thursday, August 7th from 6:00PM to 8:30PM.

Our annual list of the “Best Places to Work” companies in three different company size groupings comes from top local employers that participated in a detailed survey conducted this year by Workforce Research Group. The survey ranks small, medium and large companies on subjects such as leadership, corporate culture, communications, and much more.

The event saluted companies that, according to the people who work for them, are the most successful in business and in nurturing their own.

The special event was made possible by Diamond Sponsors **D.Law** and **Marsh McLennan Agency**. Thanks also go out to the event’s contributing Platinum Sponsor **Kaiser Permanente** and Gold Sponsors **Corgan**, **Cresa**, **Golden Star Technology**, **HNTB Corporation**, **Ideal Living**, **Live Nation**, **Morley Builders**, **PBS Engineers**, **The PENTA Building Group**, **Perkins Coie**, **Polsinelli** and **Whittier Trust Company**.



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The Best Places to Work in Los Angeles 2025: How We Did It!

The Best Places to Work in Los Angeles is an annual celebration of elite employers who have proven that they know what it takes to create environments where people love to come to work. Identifying and recognizing these outstanding workplaces is a joint effort of The Los Angeles Business Journal and Workforce Research Group.

The Best Places to Work in Los Angeles program was open to all publicly or privately held companies with at least 15 employees working in LA County. The workplace assessment and survey process was managed by Workforce Research Group, an independent workplace excellence research

firm, managed the registration process, conducted the surveys, evaluated the data and ultimately chose the firms good enough to make the list.

Workforce Research Group was founded by Peter Burke, who after spending 17 years leading Best Companies Group as its president and co-founder, decided to take advantage of an opportunity to take his nearly 20 years of experience managing “Best Places to Work,” “Best Employer” and “Best Companies” programs on a new adventure. In the summer of 2021, he launched Workforce Research Group where he and his team are taking recognizing great places to work to new levels of excellence through the creation of credible

and relevant lists.

Employers are asked to fill out an in-depth questionnaire about their company, while employees are asked to take a survey. These elements allow Workforce Research Group to collect direct information and honest feedback about each workplace. They need both pieces to conduct a thorough analysis of the organizations and complete a professional assessment to determine which ones are best.

Workforce Research Group then takes all the data and uses it to produce company rankings, providing the full list and data to the Los Angeles Business Journal team, who create this special section you are reading now.

The Best Large Companies to Work For in Los Angeles (250 or more US employees)



CLAYCO

Once again topping this year’s Best Large Companies to Work For list, Clayco is constantly evaluating and modifying its employee benefits to assure it is providing the best packages that support every family. Clayco caters in a healthy, balanced lunch every day for employees (free of charge) and provides flexible hours, a relaxed work environment, modern amenities, ergonomic chairs and stand-up desks. The company’s open office environment and open-door policy fosters a welcoming community that generates trust and confidence and builds camaraderie between each employee.

The medical, dental and vision benefits provide great coverage, while staying at a low cost (over the last 25 years, the amount the employee pays has stayed the same while benefits have gotten better). In 2021, Clayco expanded its parental leave policy and lifetime infertility benefit. Clayco also offers gym membership reimbursement, tuition reimbursement, annual bonuses, student loan repayment and many other benefits designed to provide flexibility for employees when needed.

Among Clayco’s systems for recognizing employee achievements is its “Rising Star for Safety” program, a recognition that is given to workers and crews (subcontractors) for their efforts to keep themselves and others safe. People/crews are selected based on their consistent demonstration of active participation in the program.



ROTH STAFFING COMPANIES

One of the nation’s largest privately held staffing firms, Roth Staffing includes its specialized business lines Ultimate Staffing, Ledgent Finance & Accounting, Ledgent Technology, Adams & Martin Group & About Talent. The company doesn’t just find people jobs — it constantly aims to create remarkable experiences for its people. For over 30 years, Roth Staffing has focused on workplace engagement and its stated company purpose, “To make life better for the people we serve.”

Roth is a values-based organization and its core principles are not just words on a wall, they are the very soul of the company. Roth’s corporate culture is created by coworkers who are passionate about what they do. If there is one thing Roth clearly does better than anyone else in its industry, it is building a culture where coworkers feel engaged. The company’s “Roth Recess” program includes fun activities like company-wide scavenger hunts, health challenges, lip sync battles, dance competitions, sports challenges, photo contests and trivia for coworkers to engage in some friendly competition.

With its work-from-home options, its “Relaxation, Awareness & Doing Good” (RAD days) program, celebrations, volunteering, philanthropy, 9/80 schedules, focus on belonging, and hard work coupled with fun, Roth is clearly a place its coworkers love to be.



HKS ARCHITECTS, INC.

No stranger to Best Places to Work lists, HKS Architects, Inc. is a leading design firm and one of LA’s largest architecture firms. Since 1939, HKS has completed projects in more than 1,500 countries. The firm operates from 29 global offices and employes more than 1,600 people. Employees love the relaxed office environment and being part of the one-firm philosophy, where all offices work as a team sharing resources and project successes. As designers of some of the largest and most exciting projects in LA County, including SoFi Stadium, it’s always a fun, creative and high-performing atmosphere to work in.

The annual summer beach day for employees and their families; the annual end-of-year party for employees and guests with dinner, drinks and dancing; and the monthly office happy hours, educational lunches, annual Kids’ Days at work and holidays are all appreciated by the HKS team.

HKS reinforces development and performance through recognition programs. Annual awards include honors such as ‘The Whole Architect,’ ‘Unsung Hero’ and ‘Fire in the Belly’ awards. Spotlight awards are bestowed at the office-wide events to individual employees or teams who go above and beyond their job descriptions to meet client needs.

4. THE PENTA BUILDING GROUP

The PENTA Building Group’s (PENTA) focus on people and relationships is the stepping stone for the company’s business decisions — internally with employees and externally with clients and partners. PENTA’s 94 percent Southern California retention rate stems from this focus and PENTA’s drive to develop future leaders of the company and create a safe and enjoyable environment. Since the company’s inception, a work hard, play hard mentality has been established. Team members take their work seriously, listen to clients and provide successful projects. PENTA also focuses on how it can further develop its employees through career development and open communication at all personnel levels.

5. SNELL & WILMER

Snell & Wilmer believes in fostering an inclusive, supportive and stable environment where employees thrive. The firm’s comprehensive benefits, from medical and dental insurance to paid family leave and flexible work arrangements, meet employees’ diverse needs, whether starting a family, managing health, or planning for retirement. Benefits extend to domestic partners, reflecting the firm’s commitment to inclusivity. Snell & Wilmer culture, built on trust, stability and respect, empowers employees to bring their authentic selves to work. The firm promotes engagement through wellness programs, regular catered Wednesday lunches that encourage networking, and appreciation events.

6. CRESA

Working at Cresa is like being in a big family that is very supportive, collaborative and connected. The management is focused on developing a culture that encourages everyone to succeed and have a good time. The people actually trust each other and enjoy working together. The organization is highly supportive



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of those with family priorities, while providing flexibility regarding how and where everyone works. Several times a year, Cresa gets a suite at Dodger Stadium and invites the entire company. The company also schedules annual community service days in conjunction with Cresa Cares Charity.

7. MUNCK WILSON MANDALA, LLP

At Munck Wilson Mandala, the attorneys and staff work together to create a culture of respect, trust and dignity. The team members hold each other to the highest standards while bringing energy, enthusiasm and commitment to advancing the business of their clients and the firm. Munck Wilson Mandala is recognized as one of the nation's leading tech-focused law firms with business-to-business services that cross industries, borders and oceans. It offers competitive compensation and benefits packages that reward all team members for client service, individual performance and firm development. The firm represents clients who dream big, and its greatest moments arrive when it helps them succeed.

8. RYAN, LLC

Ryan's leadership demonstrates its commitment to creating, executing and promoting innovative policies to create a more engaged workforce and support its employees as they balance work and family responsibilities. Employees love the myRyan flexible workplace environment. Ryan's flexible, results-orientated workplace program empowers team members to achieve work life success. Team members are free to work where and when they choose, focused on results, and able to handle responsibilities tied to all aspects of their lives. Ryan's values and culture resonate with employees. For the past five years, Ryan has been investing in its culture, creating a common language as the team works towards common goals.

9. PERKINS COIE LLP

Perkins Coie is dedicated to its people and believe its employees are the heart and soul of the firm. The firm emphasizes the importance of hiring, developing and retaining high-quality individuals that are driven to make a positive impact. Perkins Coie is able to do this by creating and maintaining competitive programs while fostering a company culture that promotes diversity, respect, service, growth and recognition. The firm provides opportunities to enhance its employees' skills, so that they may further their careers and achieve their goals. Perkins Coie also provides a robust range of benefits, inclusive of health and well-being programs.

10. CLUNE CONSTRUCTION

Clune's unwavering commitment to its employees has earned it recognition as a Best Place to Work in Los Angeles for the last seven years running. The company firmly believes in empowering its employees to achieve success, recognizing the direct correlation between their accomplishments and the company's success. As an employee-owned firm, Clune places great value on the mutual respect between the organization and its employees. The company ensures that its values and behaviors are being lived out and true within the organization, helping define "The Clune Way." Clune demonstrates its dedication by providing exceptional benefits and sustaining a culture of respect.

11. HNTB CORP

HNTB improves the lives of millions of

people through the design of airports, bridges, tunnels, highways and other infrastructure. Its professionals work on some of the world's most complex and challenging transportation projects in the capacity of planning, design, program and construction management. The firm's culture is defined by integrity, excellence, teamwork and a commitment to providing quality work to each client's satisfaction, and is committed to helping its staff grow and learn from great mentors while offering tuition reimbursement and other valuable and unique programs. These are part of HNTB's values that have successfully guided the firm more than 110 years.

12. HED

At HED, the team believes that great design is more than just creating buildings—it's about shaping experiences, solving complex challenges, and driving meaningful impact. With deep expertise, bold creativity, and a passion for problem-solving, HED's teams collaborate across disciplines to design spaces that empower people, strengthen communities, and propel organizations forward. The people that work at HED don't just design—they think critically, ask the right questions, and craft solutions that anticipate the future. HED's integrated design process enables seamless collaboration across disciplines, keeping clients at the center of every solution.

13. MCCARTHY BUILDING COMPANIES, INC.

McCarthy is one of the largest, privately held construction companies in the country, building and servicing the communities its team live and work in. McCarthy constructs projects of all sizes, specializing in healthcare, commercial, life sciences, parking, renewables, water and education. Founded 161 years ago, McCarthy operates 18 offices across the United States. Among the company's mantras is "We, Not I," exemplifying its belief in the power of teamwork and a consistent habit of sharing credit. It also espouses a focus on an "All In" mentality, fully committed to doing whatever it takes to get the job done.

14. IMA, INC.

IMA, Inc. is a majority employee-owned, independent insurance brokerage with national scale and local presence. IMA serves thousands of clients representing every conceivable industry. At IMA, 100% of the associates are shareholders. The CEO, Rob Cohen, often talks about how you treat things differently when you own them, and as shareholders, each associate plays a crucial part in the success of the company. This inherently motivates the team to focus on living its core values and providing an exceptional associate and client experience. IMA fosters a culture that provides employees with a great sense of pride.

15. MARSH McLENNAN AGENCY

Marsh McLennan Agency (MMA) maintains a commitment to employee satisfaction, diversity and inclusion, work-life balance, and community involvement. The agency provides a multitude of career development and growth opportunities through its Learning & Development department and MMA University which hosts leadership development programs, personality insights trainings, manager trainings, professional learning opportunities and more. Each year, the company's foundation selects non-profits nominated by MMA employees to receive grants awarded at fundraising golf tournaments. Employees are also encouraged to

**'Take care of your employees,
and they'll take care
of your business.
It's as simple as that.'**

RICHARD BRANSON

Founder, Virgin Group

volunteer with MMA's social impact platform which provides company matching for dollars donated and the opportunity to use paid time off for volunteering.

16. HENDERSON ENGINEERS

Henderson Engineers is a national building systems design firm founded in 1970. It is a 100% employee-owned ESOP company, meaning its employees are beneficial owners of company stock. When the firm performs well, the employees do too, regardless of rank or title. In addition to working on groundbreaking building projects across Southern California and nationwide, the LA team enjoys an unapologetically people-first company culture. From game nights to karaoke in Little Tokyo and everything in between, cultivating great relationships is at the heart of everything Henderson does. The employees also enjoy a bevy of out-of-the-ordinary wellness benefits.

17. C.W. DRIVER COMPANIES

C.W. Driver Companies is a premier builder serving California since 1919. In 2019, the historic company proudly celebrated its 100-year anniversary. As a leader in general contracting and construction management services, C.W. Driver Companies is on the cutting edge across a broad spectrum of industries, including education, commercial/office, technology, life science/biomedical, mixed-use, assisted living, retail, residential and civic. Employees are proud of the fact that C.W. Driver Companies has the ability to build a variety of projects, from large tenant improvements to small renovations and specialized projects through its affiliates Driver SPG and Good & Roberts.

18. SWINERTON

Swinerton traces its roots back to 1888, when a Swedish immigrant founded a brick masonry and contracting business to serve the West Coast building boom. Over 135 years later, Swinerton has grown into a 100% employee-owned, \$5 billion national construction firm providing industry-leading commercial construction, construction management, design-build, and self-perform services. With over 4,300 professionals across 23 regional offices, Swinerton remains deeply committed to the local communities it serves. In small towns and big cities, Swinerton continues to shape landscapes, define skylines and deliver award-winning landmark projects for its clients across the nation.

19. TRANSWESTERN

Transwestern's high-performance environment attracts accomplished industry veterans as well as bright young professionals with different backgrounds, beliefs, experiences and approaches to problem-solving. Working collaboratively across competencies, teams draw

upon diverse skill sets to uncover opportunities and advance clients' business objectives, while continually innovating and improving to meet tomorrow's challenges. The company is a great place to work due to fostering an environment of creative thinking, commitment to its communities, and mutual respect among colleagues where team members can succeed both personally and professionally. It also offers group activities monthly via its robust DEI program.

20. PARIVEDA

Pariveda was founded on the idea of aligning the company's purpose of developing each of its team members with the mission of its clients, helping both achieve lasting success. The company recruits naturally curious problem solvers who challenge convention and look beyond the problem at hand to address the larger picture. Pariveda leadership is dedicated to an unwavering commitment to developing its people. At Pariveda's core is a desire to help the individual grow towards their highest potential through learning, coaching and giving. The result is a company of highly skilled, highly motivated strategic technology and business advisors.

21. ALSTON & BIRD

Alston & Bird works to hire the brightest and best professionals with a focus on diversity and inclusion. The firm has worked and continues to work to create an open and receptive workplace culture and by doing so creates a workplace where people want to come to work. Giving attorneys up to 150 hours of billable-hour credit for providing pro bono legal services and allowing up to 15 hours a year for volunteering are just a few examples of how policies support the culture and set the firm apart. The firm's generous benefits also focus on total well-being for everyone.

22. HITT CONTRACTING

HITT Contracting is a national general contractor that embodies a work hard, play hard attitude. While the company always works tirelessly to build trust with clients and partners, it also focuses on teamwork, empowerment, and connections among its people. HITT leadership believes its success as a workplace leader directly correlates with an investment in the wellness of the team and the tools that will make them successful at HITT and beyond. Company-wide happy hours every Friday, family picnics in the summer, annual Subcontractor Appreciation Days, and food drives for the community are HITT traditions that prioritize team building and comradery.

23. HENSEL PHELPS

Hensel Phelps is a national commercial general contractor consistently recognized for excellence in employee satisfaction and workplace culture. Since its humble beginnings in 1937, Hensel Phelps has grown as a family of hard-working individuals into a world-class builder. Exploring new markets and partnerships, investing in diversity and its communities, and forging new opportunities, Hensel Phelps is dedicated to serving its people, neighbors, partners and all those who aspire to build a better future. Hensel Phelps is committed to continuing its legacy—not only through brick and mortar landmarks but through the integrity of its team members.

24. POLSINELLI

Prioritizing the lives of its employees, every winter Polsinelli hosts a holiday party for all employees at a trendy restaurant or venue



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to celebrate the season and thank the entire team for the hard work everyone has contributed throughout the year. It's a year-round mentality. The company hosts monthly social hours as an opportunity for all employees to come together and bond with their colleagues. Polsinelli understands how important family is to its employees and makes it a priority to host events that are open to family members, including nice dinners and in-office holiday events.

25. BUCHALTER, APC

Buchalter is a full-service business law firm that has been teaming with clients for nine decades, providing legal counsel at all stages of their growth and evolution, and helping them meet the many legal challenges and decisions they face. Team members trust and respect one another at Buchalter, and they work together to provide outstanding client service in a fun and rewarding environment. The company culture emphasizes the value of a healthy work environment, inclusive ideas, and most importantly, enjoying the profession of law. Buchalter emphasizes employee appreciation through events such as monthly birthday and anniversary parties, happy hours, summer picnics and holiday events.

26. CBIZ ADVISORS, LLC

CBIZ delivers top-level financial services to organizations of all sizes, as well as individual clients, by providing national-caliber

expertise combined with highly personalized service. CBIZ is one of the nation's leading public accounting providers and its team is proud of its reputation for integrity. CBIZ offers many career development opportunities with exposure to diverse clients, training opportunities and working closely with leadership. The firm ensures its leaders are trained, engaged, and recognize employees. CBIZ also offers confidential mental health services and ample opportunities to get to know colleagues through holiday parties, amusement park outings, happy hours, bowling, paint & sips, and more.

27. THE BALDWIN GROUP

The Baldwin Group maintains a 96% employee retention rate in the West region, demonstrating its commitment to a supportive workplace. The company invests in employee growth through training, mentorship and industry resources, empowering team members to take ownership of their work. Flexible scheduling, telecommuting options, and family-friendly events promote work/life balance. A key initiative, the Azimuth Institute's North Star Program, equips new hires with the skills and knowledge to excel. Developed with The Institutes and LinkedIn Learning, the 12-month program includes role-specific training and mentorship. Leaders actively support participants through one-on-ones and progress monitoring, ensuring long-term career success and fostering top talent.

28. BELKIN INTERNATIONAL, INC.

At Belkin, people always come first. Belkin culture is rooted in its commitment to fostering an inspirational, supportive, diverse and enriching environment while also challenging teams to think innovatively and grow beyond their realized potential. Belkin features a group of passionate individuals who work together like a dream team to get the job done, bringing people-inspired products to consumers and businesses around the world. Over the last four decades, Belkin has evolved from a small startup to a global technology leader, creating award-winning accessories that resonate with consumers in over 100 countries.

29. HOK

HOK's Los Angeles studio is a dynamic, multidisciplinary studio shaping the built environment across Southern California. From civic landmarks to workplace headquarters, higher education campuses, and community spaces, HOK's work reflects the diversity, energy and aspirations of the region. The organization offers a people-first culture rooted in connection, creativity and purpose. Team members benefit from hybrid flexibility, robust health and wellness resources, paid parental and bereavement leave, and support for licensure, continuing education, and professional memberships. HOK nurtures growth through mentorship, design reviews, cross-office collaboration, and firmwide leadership opportunities like the Emerging Talent Program.

30. RSM US LLP

RSM is focused on creating compelling experiences for its clients, colleagues and communities. The organization's deep focus on understanding and bringing relevant ideas and insights to help others succeed is the foundation of its unique and inclusive culture. And it's what enables RSM to instill confidence in a world of change. The RSM team is proud of the recognition the firm, its culture, its services and its outstanding people receive. The firm's leadership strongly believes that its exceptional people are the key to that culture and the root of exceptional client experience.

31. WEST MONROE

West Monroe is a great place to work because it has been very purposeful in creating something different. Professional services firms are typically not synonymous with "Be Human" cultures. But at West Monroe, "Be Human" is a core value. Team members bring their whole selves to work. Management knows that each team member is not just a consultant, they are a hot-sauce enthusiast or a rock-climber. The "Chiefs Program" allows employees to create a Chief "Something" Officer outside of their daily role with budget allocated. It's important at West Monroe to do work that matters.

32. BURNS & MCDONNELL

Burns & McDonnell brings together a remarkable team of more than 14,500 consul-

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We believe everyone has a right to pure water, clean air, and a solid foundation for wellness. That's why we deliver innovative products that optimize health and well being. Since 1999, Ideal Living has been delivering quality wellness through superior, science-backed products shared directly with our consumers. From clean air and pure water to supported bodies and nourished minds, Ideal Living is here to help you live an optimized life — and to foster a positive work environment where our valued employees can grow and thrive.



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tants, engineers, architects, construction and craft professionals, and more to design and build critical infrastructure. Burns & McDonnell’s solutions-driven, integrated team offers full-service capabilities. Founded in 1898 and working from more than 75 offices globally, Burns & McDonnell is 100% employee-owned. Burns & McDonnell celebrates employee ownership with fun activities and events. Activities include an annual pancake breakfast, a treat week, family trick-or-treating and a lunchbox trivia competition. On the first working day in April, the team celebrates its founders and the entrepreneurial precedent they set for the firm back in 1898.

33. CENTERFIELD

Centerfield fosters a vibrant community of innovators and collaborators, dedicated to growth and inclusion. With comprehensive benefits, flexible work arrangements, and continuous learning, employees thrive personally and professionally. The organization’s people first approach, emphasizing open communication and support, cultivates belonging and empowers contributions. Centerfield’s commitment to retaining top talent through feedback, career development and recognition programs ensures a workplace where individuals drive innovation and success. Quarterly large events, happy hours and department outings, fitness contests and wellness challenges, interest themed clubs, a soccer team, a basketball team and ping pong tournaments are all part of the culture.

34. SHAWMUT DESIGN AND CONSTRUCTION

Shawmut Design and Construction is a \$2 billion national construction management firm that completes extremely complex and logistically challenging projects for high-profile, innovative clients. As a 100% employee-owned company, Shawmut has a people-first culture of ownership, proactive solution-making, and forward thinking that drives teams to deliver the best for clients, partners and communities. Shawmut provides a better building experience through best-in-class construction management practices, a world-class safety program, and creating a workplace of belonging. Its culture of care is built upon its core values — excellence, safety, ownership and people — which guide every decision.

35. HORIZON MEDIA, INC.

At Horizon Media, business is personal. For over 35 years, the company has built a people-first culture where relationships, gratitude, and showing up for one another define how the team works. The company’s values — independence, intentionality, inclusion, integrity and innovation — shape a culture rooted in connection and accountability. Horizon welcomes everyone to bring their whole self to work, knowing success depends on it. With a 92% employee satisfaction rate and a commitment to mentorship, DEI and growth, Horizon has created an environment where talent thrives. As a full-service agency, Horizon delivers exceptional

outcomes — powered by people who feel seen, supported and proud to be there.

36. WEAVER

At Weaver, the people are the foundation of everything the company does and is the formula for success. Team members lean on one another as members of the Weaver family to help each other succeed at work and in life. The culture is driven by Weaver’s core values, and the collective goal is to equip every team member with the resources they need for development, high performance, and achieving their goals. Through unique learning and development opportunities, mentorship and coaching, Weaver’s people are encouraged to grow and lead at all levels. Comprehensive benefits allow them to prioritize their health, well-being and work-life balance through every stage of life.

37. CORGAN

At Corgan, the best thing the team builds is each other. The company features camaraderie and collaboration as abundantly as curiosity and creativity. Employees work with a team that cares about each other as much as its cares about the work. Employees find room to grow, freedom to explore, a stage to be seen — and the safety to fail. Corgan team members are high design but low ego. Stable as a business, but agile as a practice. Globally present, but personally connected. In so many respects, the firm is the best of both worlds.

38. EP WEALTH ADVISORS

In addition to its quarterly Town Hall Meetings, EP hosts an annual company-wide summit where the entire firm meets in one place, and year-round regional activities that are run by the company’s Cultural Ambassadors. EP offers year-round learning opportunities for its wealth advisory staff, as well as a learning stipend for everyone to further their career. Year-round charitable events at local charities and non-profits are organized for everyone to give back. Each quarter, EP coordinates all-hands company meetings in each of its offices. In addition to providing updates on the company’s performance, EP also provides food, drinks and activities such as shuffleboard tournaments.

39. PANDA RESTAURANT GROUP, INC.

Panda Restaurant Group, the parent company of Panda Inn, Panda Express, and Hibachi-San, is dedicated to becoming a world leader in people development and has a strong mission to build an organization where people are inspired to better their lives. Panda is family-owned with about 2,500 locations worldwide and employs over 50,000 employees. Whether through sharing good food with guests or providing opportunities for professional and personal growth with associates, all are embraced in a genuine family environment that is uniquely Panda. The foundation which Panda Restaurant Group operates is focused on personal and interpersonal development.

CRESA ATTRACTS THE
BEST TALENT

Top real estate professionals are drawn to Cresa’s unique model, which centers exclusively on helping companies solve real estate challenges.



Will Adams
Managing Principal



David Kimball
Managing Principal



Dan Gallup
Principal

“We chose to move over to Cresa because of the people, platform and collaborative environment.”



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The Best Medium Companies to Work For in Los Angeles (50 to 249 US employees)



BNBUILDERS, INC.

BNBUILDERS not only builds structures for clients but builds its team with talented, collaborative employees who share a strong cultural foundation. BNBuilders is a great place to work because it recognizes that its employees are its best asset and does its best to care for them. The company strives to create an environment that is inclusive of everyone and where all employees have an equal voice, no matter their title.

BNBuilders remains actively engaged in community giving to create positive change and demonstrate the compassion it has for its employees and those around them. Employees are empowered to push the boundaries of innovation, and the company aims to provide all the tools needed to make their jobs easier. BNBuilders actively invests in its training and development program so that employees can continue to grow and develop their skills. Each year, individuals are recognized for upholding the company's safety standards, and an annual "Safety Champion" is chosen each year.

Employees really appreciate the quarterly company meetings where BNBuilders coordinates an all-hands company gathering in each of the offices. In addition to providing updates on the company's performance, the company also provides food, drinks and activities such as shuffleboard tournaments.



MORLEY BUILDERS

MORLEY'S commitment to excellence and its people-first attitude set it apart. Morley aspires to be the builder of choice: building a better future for its employees, clients, and the users and communities of the buildings it constructs. Morley's culture encourages an entrepreneurial spirit. Morley is 100% employee-owned, and this ownership creates a passion to be excellent in all that its team does. The company continues to build an inclusive culture that fuels its innovation and connects it to its client partners and the communities it serves. Outside of work, the Morley team enjoys a variety of company and family activities – just a few of the many reasons employees spend their entire careers at Morley.

"MB-Well" is a wellness program that reg-

ularly sponsors events including puppy yoga, paddleboarding, softball, the "Miles Challenge," marathons, Mammoth ski trips and a March Madness competition, to name a few. Company-hosted events such as the family picnic (typically 300-500 guests), the annual memorial golf tournament, a themed partner's dinner, promotion and retirement parties and EE mixers are all a hit with employees.

The company also presents President's Awards of Excellence each year where 15 individuals nominated by peers receive \$500 and are acknowledged at a company gathering.



D.LAW

PERHAPS the best measure of D.Law's employee happiness is its turnover rate. D.Law has little to no turnover. The firm prides itself in promoting an employee-centric culture that's conducive to good work. It does this by having best-in-class employee benefits, clear career path roadmaps, and various employee and cultural programs promoting togetherness and work-life balance. Competitive pay, career advancement opportunities, architectural space, work-life balance, and a fun and employee-centric culture are what keep employees staying with D.Law. The firm also provides industry-leading benefits packages including health, dental and vision benefits, paid vacation, paid holidays, 401K among other perks.

Bowling events, escape rooms, rooftop pool parties and company-sponsored events during business hours are all part of the company culture at D.Law, where the team works hard but knows how to enjoy themselves together as well.

D.Law regularly shows how as a firm it cares for its employees. Beyond regular bonuses for outstanding performance, D.Law provides its team members with other perks. The firm sends out personalized company-wide birthday wishes; employees get birthday gift cards, paid days off and flowers. Once monthly D.Law also does an office-wide celebration with cake for all birthdays that month. It also sends quarterly company-wide recognition messages of employee anniversaries.

4. COMPOSITION WEALTH

Composition Wealth has built a workplace where every team member truly owns their future. The company's commitment to work-life balance shines through thoughtful benefits like summer Fridays that value time with loved ones, team lunches that foster community, and monthly wellness activities that promote overall health. Composition Wealth brings together talented professionals who create comprehensive solutions for clients while supporting each other's growth. This environment nurtures both professional development and personal fulfillment. The company's impressive

retention stems from a culture where employees feel valued, supported and empowered to make meaningful contributions.

5. IDEAL LIVING

Ideal Living believes everyone has a right to pure water, clean air and a solid foundation for wellness. As the parent company of leading wellness brands AirDoctor and AquaTru, the company helps bring this mission to life daily through award-winning, innovative, science-backed products. As a privately held, fast-growing company with a passionate and diverse team, Ideal Living strives to make its wellness-tech solutions accessible to everyone through a collaborative, respectful, supportive workplace. The company fosters a friendly, down-to-earth culture where every team member's contributions are recognized and valued. The team approaches its work with drive, purpose and passion while celebrating creativity, innovation and teamwork.

6. WHITTIER TRUST COMPANY

Whittier Trust believes that legacy is built on relationships – both with its clients and within its team. The company's leadership prioritizes open communication, professional development and a strong sense of community. Whittier Trust fosters a culture of mentorship and knowledge sharing, ensuring that every team member can learn, grow and contribute to the success of those around them. The company celebrates milestones together, encourages new ideas, and invests in the well-being of its people. Team members don't just build careers at Whittier Trust – they build lasting connections and shared commitment to excellence.

7. MICHELMAN & ROBINSON, LLP

At M&R, bona fide industry expertise meets unsurpassed advisory and practice area know-how. M&R is a full-service, national law firm. Its attorneys, from the co-founders on down, are fully engaged, unrelenting yet always professional, and equal parts strategic, practical, entrepreneurial and cerebral — subject matter and practice area pros who immerse themselves in their clients' businesses and are sought after for their proven industry expertise. They also enjoy annual holiday parties with spouses and guests invited; a weekly "Treat Yourself" cart sponsored and pushed around the office by a different partner each week; Picnics; Halloween office trick-or-treating and more.

8. BALACIANO GROUP

Balaciano Group values its team as its greatest asset. Dedicated to community involvement, the firm nurtures a vibrant team committed to developing and managing distinctive apartment communities. The company culture prioritizes employee wellbeing with flexible schedules, celebrations for holidays, birthdays and work anniversaries, and engaging events like color wars, bowling, potlucks and year-end dinners. Wellness initiatives include a snack bar, coffee bar, yoga, stretch sessions and an onsite gym. The workplace fosters a family-like atmosphere, with long-tenured staff benefiting from mentoring, continuous training and internal promotion. Diversity and inclusion are core values, ensuring a respectful and motivating environment.

9. NOURMAND & ASSOCIATES

Nourmand & Associates is no stranger to

the Best Companies to Work list – having appeared now for the seventh year in a row. Since 1976, Nourmand & Associates has been a standard-bearer for Los Angeles residential real estate. As one of the city's only family-owned brokerages, the firm prides itself on its established and respected brand. Family forms the heart of Nourmand's success, and the team treats its clients like family as well. Employees are proud of Nourmand & Associates' legacy, and collectively look forward to exceeding their clients' expectations for years to come.

10. BAMKO

BAMKO isn't just a workplace. It's a community. From the C-suite to summer interns, every voice is valued, diverse perspectives are celebrated, and collaborative innovation is the norm. Beyond the collaborative spirit, BAMKO invests heavily in employee growth and well-being. Career development is a core focus, offering mentorship, learning opportunities, and clear advancement paths. The company champions a flexible work-life balance, embracing remote work, unlimited PTO, and 'Summer Fridays,' empowering employees to manage their time and prioritize personal needs. This dedication to employee happiness translates to a motivated, engaged workforce where individuals feel valued, supported and inspired to reach their full potential.

11. TICKETMANAGER

TicketManager combines innovation in sports tech with a deeply people-first culture. The team thrives on autonomy, accountability and fun — delivering world-class solutions for brands like Anheuser-Busch, Coca-Cola and Verizon, as well as teams across all five major sports leagues, while enjoying the support and benefits to grow personally and professionally. As a fully in-person company, TicketManager builds strong connections through face-to-face collaboration, monthly happy hours, volunteer opportunities, and company-wide retreats once a year. The company promotes from within, encouraging cross-team learning, and supports every team member's career goals. The company's success is proof that when you invest in your people, the results follow.

12. GOLDEN STAR TECHNOLOGY INC.

Golden Star Technology Inc. (GST) is dedicated to fostering a nurturing and innovative culture. The company's leadership believes that its strength lies in its team, and it is committed to offering unique benefits that enhance both personal and professional growth. The employees enjoy comprehensive health and wellness

'Motivation comes from working on things we care about. It also comes from working with people we care about.'

SHERYL SANDBERG
Former COO, Meta (Facebook)



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programs, great perks, employee recognition, and continuous learning opportunities. GST is deeply committed to maintaining high employee retention and engagement through its communication, a collaborative culture, and a clear pathway for career advancement. GST’s strategy includes regular team-building activities and open forums for feedback, encouraging a sense of ownership and belonging among staff.

13. FRANKFURT KURNIT

Frankfurt Kurnit is a law firm at the intersection of media, entertainment, culture and commerce. With more than 100 lawyers in LA and New York, the firm works for remarkable clients. Its film, television and game industry clients, for example, are interesting, creative

people whose work often has a huge impact on culture. They give Frankfurt Kurnit challenging assignments, and the firm’s team are truly honored to work with them. Frankfurt Kurnit is also committed to supporting its attorneys and staff. The firm has created an environment that provides a safe, comfortable place to work for people of all genders, races, religions and sexual orientations.

14. PARAMOUNT GLOBAL INC.

From humble beginnings selling packaging out of the back of a truck to becoming a trusted leader in packaging solutions, Paramount Global has stayed true to the values that inspired its founders from the start. The company mission is to deliver innovative and sustainable packaging and supply chain solutions that empower businesses to succeed. At the heart of Paramount Global’s organization is “R.I.C.E.” – a symbol and a foundation of the company’s culture. With these deep-rooted values of Respect, Integrity, Communication and Excellence — Paramount Global is committed to building trusted partnerships, driving customer growth, and making a positive impact in the communities it serves.

15. GREENBERG GLUSKER LLP

Greenberg Glusker is more than a team. The firm sees itself as a family and invests in activities and resources that make team members feel valued, that support their physical and mental health, and that provide everyone

with the opportunity to form close bonds across all levels. This includes celebrating employee milestones, offering a robust benefits program that comes with third-party wellness benefits, implementing policies that promote work-life balance, and hosting social, diversity, and philanthropic events through which team members have the opportunity to connect with one another, to learn, and to give back to the greater Los Angeles area.

16. PRAGERU

What sets PragerU apart from other organizations is its strong organizational belief in honoring American values and creating a particularly unique company culture. Employees enjoy the robust benefits package, staff parties, and performance recognition programs too, but the real reason why PragerU maintains high employee retention is that the company encourages its staff to create an atmosphere where they can be themselves and do meaningful work. PragerU employees find deep fulfillment in working for a company whose mission, vision and values align closely with their own.

17. AD.NET

Ad.net is known for its strong emphasis on fostering a collaborative workplace culture, even in a remote environment. The company strives to create an environment where employees feel empowered to make a difference and contribute to new innovations and the direction of the organization. Monthly employee

engagement activities for both remote and local-based employees include caption contests, March Madness bracket challenges, cookie decorating contests, and more. The company offers its employees the ability to both innovate and grow – and the flexibility to do so in a way that works for them.

18. WINDES

Windes has once again made the Best Places to Work in Los Angeles County 2025 list – recognized and selected because its own employees are so enamored by their place of work. Among the elements of Windes that the employees like most is the Windes Gives Back Community Day. Each year, the firm coordinates and organizes an activity for all employees to participate in, enriching the lives of others. They also love the annual party each year where Windes organizes an event for employees and their guests. Some of these themed parties have included Ranch Roundup, Luau, Roaring 20’s Casino Night and more.

19. DISQO

What makes DISQO a great place to work starts with a contagious, high-performing culture the organization has built to win as one team. DISQO champions its customers, pursues outsized impact, and stays relentlessly all in. Rooted in trust, curiosity and start-up grit, the company invests in its people with competitive benefits, wellness support, and meaningful growth opportunities — like offsite events,

*‘Your employees come first.
If you take care of your
employees, they will
take care of the clients.’*

HERB KELLEHER
Co-Founder, Southwest Airlines

A Job Well Done

Perkins Coie is honored to be recognized as one of the *Los Angeles Business Journal’s 2025 Best Places to Work*. This award is a testament to our dedication to cultivating a workplace where diversity, inclusion, and opportunity thrive. We are grateful to our talented lawyers and business professionals whose passion and commitment to excellence make Perkins Coie an exceptional place to work!

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monthly all-hands meetings, annual Hackathons, and bi-weekly AI office hours where anyone can join to learn and contribute to solving real-world business problems together. The global hybrid teams love working at DISQO because they're heard, valued, challenged to think bigger, and celebrated for turning ideas into real impact.

20. JEFFER MANGELS BUTLER & MITCHELL, LLP

Jeffer Mangels Butler & Mitchell LLP (JMBM) is a results-driven law firm with a relentless focus on client satisfaction, as well as its employees. JMBM values mentorship, professional development, and creating a space where people enjoy coming to work every day. The firm's Diversity and Culture Committee and Affinity Groups provide opportunities for JMBM attorneys and staff to bond and build fulfilling relationships, while learning how to be mindful and respectful to others. The firm also offers a wide array of benefits so employees feel supported inside and outside of the workplace in their everyday lives.

21. RAINES FELDMAN LITRELL LLP

Raines Feldman Littrell LLP fosters a dynamic culture centered on collaboration and mutual support among its team members. The firm emphasizes professional development by encouraging attorneys to engage in various aspects of the legal industry, including business development, client management, legal

drafting and critical thinking. This approach allows team members to refine their skills and contribute meaningfully to the firm's success. Additionally, the firm offers opportunities for involvement in management committees enabling employees to play an active role in shaping the firm's future. This supportive environment, coupled with a comprehensive and flexible employee benefits package, make an excellent place to work.

22. HEALTH ADVOCATES NETWORK, INC.

Health Advocates Network believes that a thriving, motivated team translates into exceptional service for its clients and employees. The company strives to put the employee experience at the forefront by both requesting employee feedback and providing clear and timely feedback to its employees. This includes conducting 30-60-90-day new hire check-ins. By addressing questions, challenges, and aspirations early on, new hires are integrated seamlessly into the culture and foster a sense of belonging from day one. Health Advocates Network also emphasizes work-life balance by encouraging employees to take PTO and giving employees flexibility to work remotely.

23. HANSON BRIDGETT LLP

Hanson Bridgett maintains a warm, friendly, team-oriented environment where everyone is welcome. The firm's guiding principles include: (1) "Honor our differences, embrace our shared

potential, and be authentic;" (2) "Take care of yourself, so you have the capacity to give back and take care of others;" and (3) "Leave others wiser, more thoughtful, and more optimistic." Hanson Bridgett also implements innovative ways of working through modern and flexible experiences that empower the attorneys and professional staff to deliver quality work above and beyond expectations. Employees also appreciate perks such as the "HB Applause" and Service Awards recognition programs.

24. NORTHWESTERN MUTUAL - MANHATTAN BEACH

For years, Northwestern Mutual - Manhattan Beach has helped families and businesses across Los Angeles reach their financial goals. The team's version of financial planning brings the right insurance and investment strategies together, so clients can do the things that matter most, with the ones who matter most. Employees appreciate the monthly and anniversary lunches with those having a milestone in that month, bringing together people across all tenure and roles. There are also regular recognitions at Monday morning meetings, curated gifts for benchmarks accomplished, wellness studio experiences, and spousal dinners with the managing director and his wife for milestone anniversaries.

25. CYDCOR

Working at Cydcor is a transformative experience where individuals thrive personally

and professionally. The company champions employee growth and business success through strong support, development opportunities and a culture where people feel valued, empowered, and inspired. Cydcor offers robust benefits, individual development plans, and prioritizes well-being. Open workspaces, a fitness center, and accessible leaders foster connection and belonging. Team building, volunteer work and fundraising deepen engagement. Cydcor, in fact, acts on feedback from the Best Places to Work survey annually to guide improvements. The company is committed to building an empowering workplace where everyone can succeed.

26. HOWARD BUILDING CORPORATION

HBC is a general contracting firm founded in 1983, servicing a broad spectrum of clients from its two Southern California offices. The firm is a 100% employee-owned company, and its diverse project teams are committed to exceptional client service. HBC's dedication to its clients sets distinguishes it in its industry, and the firm has built its company on the strength of relationships and the success of its clients' projects. An active and innovative employee culture has shaped the company's approach to employee ownership and ESG principles, including equity, inclusion and sustainability.

27. BUILD GROUP, INC.

At Build Group, the mission is to unlock the full potential of every individual. The com-

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CORPORATE COUNSEL AWARDS 2025

The Los Angeles Business Journal will honor the accomplishments and significant roles that In-House Counsel play in the success of a business enterprise. This event will recognize the achievements of industry-leading Corporate Counsels and their ongoing efforts to support our Community of Business™.

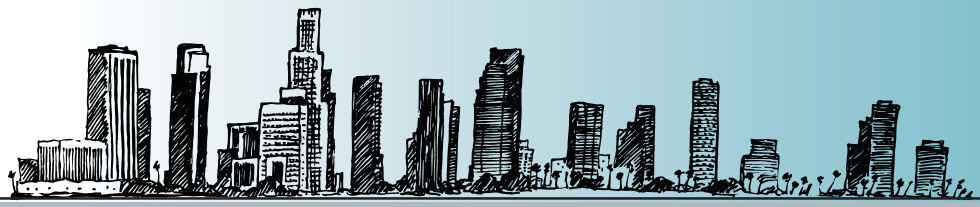
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pany provides top-tier benefits, training opportunities, bonuses and competitive salaries. Benefits include medical, vision and dental coverage, as well as financial, emotional, social and professional counseling services. Additionally, Build Group offers educational assistance and adoption assistance programs. The company recognizes the importance of work-life balance by providing paid vacations, sick days, and holidays, along with a sabbatical program. Through its International Recruiting Program, Build Group has built inclusive teams that value and incorporate everyone’s perspectives.

28. LIQUID I.V.

Liquid I.V. is a 360-degree wellness company created to fuel life’s adventures. Its product line features non-GMO electrolyte drink mixes to enhance rapid absorption of water and other key ingredients into the bloodstream — helping consumers feel better, faster. The company mission is to help people everywhere live better lives – to optimize the body, hydrate those in need, and better the planet. Employees are proud of the company’s focus on creating the best products, giving back, and sustainability as ways in which the team is charging into the future - transforming the business, industry, and entire globe.

29. PBS ENGINEERS, INC.

At PBS Engineers, the team embodies the spirit of collaboration, innovation, and an unwavering commitment to one another. The

team culture is built on trust, empowerment and shared purpose. PBS Engineers champions flexible schedules, ongoing mentorship, and leadership that actively listens and leads with heart. The company acknowledges that its people are the reason it continues to grow, and that their dedication to going the extra mile—and then some—sets PBS Engineers apart. Guided by its mission to provide “WOW Through Service,” PBS Engineers invests in its team’s growth, fosters open communication, and celebrates wins together—big and small.

30. PORTOFINO HOTEL AND MARINA

Portofino Hotel and Marina maintains a strong commitment to fostering a positive, inclusive and empowering workplace culture. Management believes in providing opportunities for growth, development and a healthy work-life balance. Unique benefits include flexible work schedules, wellness programs, and ongoing professional development initiatives. Employees love the collaborative environment, strong team spirit, and the opportunity to make a meaningful impact. The company prioritizes employee engagement by recognizing achievements, offering mentorship, and promoting open communication. The strategies for maintaining high retention include competitive compensation, a strong focus on work-life balance, and a commitment to creating a workplace where everyone feels valued and respected.

31. DIAMOND GAME

Diamond Game is committed to fostering a vibrant and inclusive company culture. This commitment is evident in its monthly celebrations of anniversaries, birthdays, holidays and retirements, which create a strong sense of community and belonging. The company engages in team bonding activities, both in-house and virtually, helping the team stay connected while maintaining a positive atmosphere. With many employees having been with Diamond Game for over a decade, the company demonstrates high employee retention and engagement. It has peer-to-peer recognition programs in place that bring visibility to big and small efforts as company culture maintains four core values: collaboration, innovation, integrity and growth.

32. WILLIAM WARREN GROUP

The wellbeing of employees at William Warren Group are a top priority at the company, with work-life balance being a constant focus. Employees for example, love the company’s Bike and Brews event, where the corporate office takes a fun bike ride around the Santa Monica neighborhood followed by a happy hour. Sporting events (such as Dodgers games); a managers meeting every other year in Las Vegas for all corporate office and store managers (including a dinner and party); and celebrations of employee birthdays and work anniversaries, are also all part of the company culture at William Warren Group.

33. AC MARTIN

At AC Martin, the culture is considered the most valuable benefit—built over 120 years and rooted in family values. The team works to teach, learn and lead together, uplifting one another through comradery and creativity. AC Martin’s ERGs are driven by staff at every level, offering events and initiatives that foster growth, equity and community impact — from Women’s History Month celebrations to Habitat for Humanity service days. Leadership truly listens, too: its “Pathway to Leadership” was developed in response to employee feedback, offering clarity for career growth. The company thrives by empowering voices, encouraging agency, and building the future as a unified team.

‘People will do a better job if they believe that what they do matters and that they are recognized for doing it well.’

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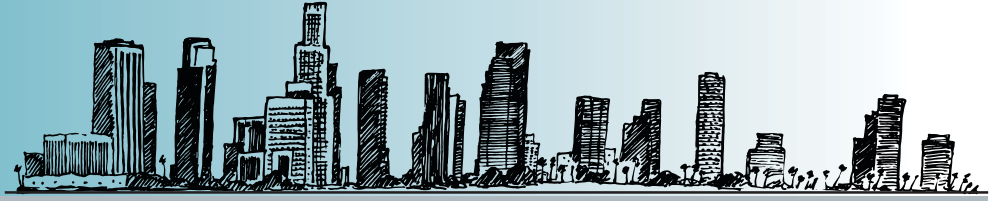
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The Best Small Companies to Work For in Los Angeles (15 to 49 US employees)



VHA

VHA, an authorized national master agent to Boost Mobile, serves more than 1,300 wireless dealers nationwide with award winning service. The company maintains a strong, cohesive leadership team made up of enthusiastic employees who all contribute to the flywheel of excellence, with the common goal to be industry leaders in their respective roles and areas of responsibilities. At VHA, there is also deep care in the people, while stimulating high performance. There is a culture of mutual respect and accountability to one another and the value in the work that each person does is tangible.

VHA offers a highly competitive compensation package, along with a rich benefit package. The company utilizes an internal platform called Workplace where the company recognizes the team members for anniversaries, birthdays and other areas of recognition.

Teammate milestone anniversaries are celebrated with special awards. At 5, 8, 12, and 17 years, teammates receive commemorative items such as silver bars and gold coins. At 10 years, teammates are eligible for a \$7,000 Hawaii trip and at 15 years, a \$15,000 trip to Hawaii, Japan, Alaska (cruise), or Orlando. At 20 years, a \$25,000 trip of their choice. The team thrives in an environment that values diversity, growth and accountability.



MK PARTNERS

MK Partners is proud to be Southern California's leading Salesforce Partner and a full-service technological consulting firm. What distinguishes the company is its unwavering dedication to its team. MK Partners maintains a 100% full-time, fully-benefited, US-based staff.

MK Partners' employees thrive in a rich and caring culture where work-life balance is a true priority, demonstrated through our flexible scheduling and robust work from home policy. The company believes in limiting work to work hours and encouraging everyone to unplug. A core value is its deep commitment to diversity, equity and the community. As a Pledge 1% company, MKJ Partners annually donates 1% of its profit, time and services to organizations in need, supporting them with consulting, training and volunteer efforts. This dedication extends to an active involvement in the local community

and MK Partners' support during the COVID-19 pandemic, where it offered significant support to nonprofits and small businesses.

The company formally recognizes individual employee milestones by celebrating both team and individual successes. It has even developed an app within Salesforce that provides an 'at a glance' view of upcoming causes for celebration, making it easy for everyone to be aware of and acknowledge these milestones.



LAUREL EMPLOYMENT LAW

LAUREL Employment Law has a radical vision: a law firm that fights for the rights of employees should be an extraordinary place to work. Challenging the conventional wisdom at every turn of an industry stuck in its often antiquated ways, Laurel is different. Embracing a fundamentally different approach to the business of law, Laurel is constructed on the pillars of technological superiority, a culture infused with radical optimism, and extreme operational efficiency as its core competitive advantages that help it win for its clients. The results speak for themselves. Founded in 2024, Laurel has grown at a prolific pace during its first year in operation and the growth curve is accelerating in year two. Laurel has quickly become one of the premiere plaintiff's employment law firms in Southern California. Its ability to attract and retain high-level talent has been a critical differentiator, allowing it to grow a rate that most would consider to be impossible.

Employees really appreciate the company's prizes and recognition for key performance metric achievements. They also like the company's game nights and "Approvalpooza" events.

Laurel Employment Law meticulously tracks, recognizes and celebrates key milestones like work and personal anniversaries, birthdays, children's birthdays and much more.

4. WESTMOUNT PARTNERS

Westmount Partners' stated vision is to not only be the 'go-to' firm in Los Angeles for clients but for talented professionals as well. Westmount aspires to be a firm that employees enjoy working at and that other individuals seek to join. Its efforts to date include the launch of an employee mentorship program, the continuation of its culture committee, which is devoted to improving the office environment, and the continued implementation and review of its benefits and employee programs. Westmount also sponsors, through its CARES Committee, numerous community service and volunteer opportunities throughout the year.

5. gish SEIDEN LLP

gish SEIDEN is a great place to work because the organization understands that the happier its employees are, the happier its clients are. To this end, the firm hosts big holiday parties and flies

everyone in, including employee spouses to celebrate. There's a gift card drawing once a week at the staff meeting where employees can win up to \$100 cash. Plus, at every five-year anniversary with the company, employees receive \$100 for each year of employment in Amazon gift cards (so five-year employees receive \$500, etc.). Bonus pay to work a goal amount of hours during busy season is also provided.

6. UNIVERSAL METRO, INC.

For 43 years, Universal Metro Inc.'s flooring experts have built professional working relationships within healthcare, corporate, education, retail and tenant improvement market segments, catering to the needs of facility directors, end users, general contractors, design builders, architects and interior designers. The employees enjoy the company's annual Summer Spectacular Family Fun Event, which last year took place at Top Golf. Also, every fall near Labor Day, the company has the Labor Appreciation Party at the office where all of the installers and their teams are treated to lunch, beverages, dessert, gifts and participation in a raffle with prizes.

7. PEGNATO ROOF INTELLIGENCE NETWORK

Pegnato Roof Intelligence Network is changing the commercial roofing industry through the ingenuity, hard work and dedication of its team. The company is now the 70th largest roofing company in the nation and it does not own a truck or a ladder. Its employees are the engine and they work through a digital platform with clients, contractors and manufacturers (its ecosystem) to make it all happen. Pegnato Roof Intelligence Network celebrates its people and events in their lives. The team members are trained and promoted from within and with 50% growth year over year there are lots of growth opportunities.

8. OFFICEUNTITLED

OFFICEUNTITLED is a dynamic, diverse practice of architects, designers and strategists, collaborating seamlessly across offices in Los Angeles and New York. A people-centered approach is at the heart of everything the company does, both within OFFICEUNTITLED's studio and throughout its design work. The company champions a collaborative, inclusive culture that values curiosity, creativity and persistence. The practice embodies a spirit that's thoughtful, ego-free and relentlessly driven. Together, the team explores the intersection of design, materiality, craft and technology, by embracing new software, workflows, peer-led learning, studio-wide workshops, hands-on innovation and shared practices.

9. MURPHY O'BRIEN, INC.

For over 35 years, Murphy O'Brien has represented some of the most trusted and iconic luxury travel, real estate, hospitality and lifestyle brands worldwide. The agency's award-winning team of master storytellers is renowned for elevating brands, cultivating meaningful partnerships, and delivering impactful media results. Thanks to its supportive working environment, Murphy O'Brien is not only one of the most successful agencies of its kind, but also a desirable place to work. Employees are considered the firm's greatest asset, and Murphy O'Brien goes above and beyond to ensure they have what they need to succeed, including game-changing perks and benefits recognized throughout the industry.

10. THE GOETZMAN GROUP

After 26 years of professional consulting service excellence, it is clear that the Goetzman Group's salaried, full-time employment with premium pay for hours worked over 40/week or 8/day is a commitment. However, work life balance is key to the Goetzman Group's success. The variety of engagements with Fortune 500 clients, a diverse and growing client base, and the goal of projects close to home make it no surprise the Goetzman Group is a great place to work. Goetzman Group consultants enjoy extended time off between projects should they want to take advantage of lengthy vacations.

11. NORTHWESTERN MUTUAL - WEST LOS ANGELES

NM-SCN prides itself on fostering a culture of innovation, collaboration and inclusivity. Its commitment to employee well-being goes beyond traditional benefits, offering flexible work arrangements, ongoing professional development opportunities, and a supportive environment for personal growth. The retention and engagement strategies focus on transparent communication, recognition of individual contributions, and a strong sense of community. Management believes that by investing in employees' success and happiness, a workplace is created where everyone can thrive and contribute their best work. The advisors and teams are building a multi-generational economic legacy for clients in Southern California, Nevada & beyond.

12. NORTHWESTERN MUTUAL LOS ANGELES

For years, Northwestern Mutual Los Angeles has helped families and businesses across Los Angeles reach their financial goals. The office's version of financial planning brings the right insurance and investment strategies together, so clients can do the things that matter most, with the ones who matter most. Employees enjoy great events such as the annual end of year white elephant gift exchange; the "Community, Culture and Cuisine" event, which is a multi-cultural feast; happy hours for each group of new financial advisors; employee achievement recognition at Monday morning meetings; monthly celebration for each month's birthdays with dessert in the office; and more.

13. STRUCTURAL FOCUS

Integrity is the foundation of Structural Focus and the company is highly respected in its industry. Structural Focus supports and encourages growth and leadership by covering 100% of the costs for professional and community involvement. The firm supports and encourages growth and leadership by covering 100% of the costs for professional and community involvement. With a diverse workforce, Structural Focus empowers everyone to explore their interests and unique strengths, ensuring no one is pigeonholed. The company also maintains an open-door policy and hosts weekly all-staff President's Roundtable lunches. Wins and life milestones are celebrated with parties, competitions and daily trivia games.

14. STRATEGIC VIEW ADVISORS

Strategic View Advisors, a DBA of Northwestern Mutual Private Client Group, is a financial planning team dedicated to helping clients achieve financial peace of mind. The firm's mission statement emphasizes that all employees should "experience the same personal fulfillment



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we desire for our clients.” To achieve this, SVA is committed to the people who make the company great, offering unique professional benefits such as flexible work schedules, monthly 1:1 development meetings, and a robust career path. Team members’ professional achievements are celebrated by recognizing accomplishments in weekly company-wide meetings. The company philanthropic arm, SVA CARES, organizes one volunteer event per quarter.

15. ELEVEN RECRUITING

Eleven Recruiting has built more than a company—it has also built a culture where people choose to stay. The company leads with integrity, treats everyone with respect, and acts as a catalyst for individual growth and opportunity. The team thrives on meaningful work, clear career paths, and a culture that values performance without sacrificing humanity. Eleven Recruiting offers flexible work arrangements and real pathways to leadership. What also sets the company apart is its commitment to sustainability—not just environmental, but personal and professional. Retention isn’t a metric at Eleven Recruiting, it’s a byproduct of how the company shows up for its team.

16. MONTAGE INSURANCE SOLUTIONS

Montage Insurance Solutions wants its employees to feel safe to be authentic, grow their careers through mentorship, and build meaningful relationships. Teamwork is key at the agency as it supports one another, constantly collaborating to deepen client services with

heart. Employees of all generations and cultures come together to celebrate the company anniversary, holidays, annual town halls, birthdays, anniversaries and “Ole Friday” with dogs, families and children. On any given day, employees, clients, carrier reps, leadership, the CEO and HR organizations can be found at Montage’s seminars, interviewed on the company’s HIT Podcast, giving Lunch and Learns, attending breakfast meetings, and more.

17. HEDMAN PARTNERS LLP

At Hedman Partners, the team considers itself not as just a workplace—but as a community. The team enjoys a mix of fun activities and growth opportunities that make every day rewarding. From lunches and birthday treats to bingo, March Madness brackets, football squares, holiday parties, and outings, Hedman Partners creates spaces for connection and celebration. It also prioritizes continuous learning through opportunities for skill development and professional growth, ensuring the team has the tools to succeed. Coupled with flexibility to balance work and home life, Hedman has built a culture where employees feel both supported and empowered.

18. BENEDICT CANYON EQUITIES

Benedict Canyon Equities (BCE) is a dynamic and growth-oriented real estate private equity firm specializing in multifamily investments across the Western US. BCE’s culture thrives on collaboration, integrity and a commitment to excellence, fostering a workplace where employees feel valued

and supported. BCE offers unique opportunities for professional growth, including leadership training, mentorship and career advancement within a rapidly evolving industry. The firm prioritizes employee well-being through comprehensive benefits and flexible work arrangements. Its open-door leadership style and commitment to inclusivity create a positive and inclusive work environment. Employees take pride in BCE’s collective mission to deliver exceptional value to its investors and communities.

19. C&R PR

At C&R, people come first. While the agency is focused on providing excellent client service, it strives to ensure employees know they are the firm’s greatest asset. Team members are supported by managers and the leadership team through tailored training, goal tracking, and regular celebration of achievements. Collaboration is valued at all levels, and perks like flexible hours, ample vacation, and remote work options enhance overall satisfaction. C&R recognizes the hard work of its employees through various awards, including the Most Valuable Publicist (MVP) and Placement of the Month.

20. CITYVIEW

Cityview values creating a workplace that invests in its team. The company works to keep its team engaged through career growth opportunities, health and wellness initiatives, and company-wide events. Employees enjoy their relationships with their team and supervisors.

Employee career development includes regular access to the senior management team and their respective knowledge and mentorship. The company also reimburses employees for continuing education related to their position and strives to create a healthy workplace for employees through a health and wellness program.

21. ELEVATE PUBLIC AFFAIRS

Elevate Public Affairs’ culture is driven by its values and those values impact the Elevate team’s approach with clients, each other and the community. Those values include “Together with Integrity;” “Relentlessly Pursue Knowledge;” “Always Improve;” and “Invest in Team.” The company offers its employees unique bonding experiences as well, such as “Elevate Away,” where every other year, the Elevate team heads out of town for a weekend of fun and team building.

22. PCH BENEFITS & INSURANCE SOLUTIONS

PCH Benefits & Insurance Solutions was founded in 2006 by Thomas Means, and set up shop in Moorpark. Means structured his business model on building quality relationships with clients. This concept has enabled PCH Benefits to provide the best solutions for both individuals and business clients. PCH Benefits truly believes that its team is the foundation for its success and rewards them in a number of ways. For example, there are yearly team dinners, activity-driven get togethers and constant recognition.

Our family-focused approach to business seems to be working for us quite well.

We’re humbled to be recognized once again as one of the Best Places to Work in Los Angeles. The values held by our multi-family office have helped us attract some of the best and brightest in the industry, making our company even better.

We believe that a people-first approach not only benefits our employees but also strengthens our ability to serve our clients and community. Together, we will continue to set new standards of excellence in our industry.



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LARGE COMPANIES (250 or more US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	Clayco	claycorp.com	Construction	3,800	Bob Clark, Executive Chairman & Founder	80	Ryan McGuire, President, Clayco Compute & Shareholder
2	Roth Staffing Companies	rothstaffing.com	Staffing	569	Adam Roth, CEO	53	Adam Roth, CEO
3	HKS Architects, Inc.	hksinc.com	Architecture	1,438	Dan Noble, CEO	88	Scott Hunter, Regional Director
4	The PENTA Building Group	pentabldggroup.com	Construction	346	John Cannito, President & CEO	110	Paul Dutmer,Vice President, Southern California
5	Snell & Wilmer	swlaw.com	Legal	1,069	Barbara J. Dawson, Firm Chair	33	Joshua Schneiderman, Partner
6	Cresa	cresa.com	Real Estate/Renting/Leasing	726	Tod Lickerman, Chief Executive Officer	48	Lawson Martin, Managing Principal
7	Munck Wilson Mandala, LLP	munckwilson.com	Legal	364	William A. Munck, Global Managing Partner	23	Kate LaQuay, Managing Partner, LA Office
8	Ryan, LLC	ryan.com	Corporate Tax Advisory Services	3,095	G Brint Ryan, Chief Executive Officer	41	Susan Orloff, Principal, Real Property Tax
9	Perkins Coie LLP	perkinscoie.com	Legal	2,381	William Malley, Firm Managing Partner	103	George Colindres, Office Managing Partner
10	Clune Construction	clunegc.com	Construction	829	Dave Hall, CEO	107	Randy Starbird, Managing Director, General Manager
11	HNTB Corp	hntb.com	Engineering	6,938	Rob Slimp, PE, Chairman & CEO	265	Jeff Watson, PE, West Division President
12	HED	hed.design	Architecture	440	Tania Van Herle, Principal & CEO	77	Tania Van Herle, Principal & CEO
13	McCarthy Building Companies, Inc.	McCarthy.com	Construction	7,697	Mike Myers, CEO, SoPac Region	113	Michael Kim, Senior Vice President
14	IMA, Inc.	imacorp.com	Insurance Broker	2,759	Robert Cohen, Chairman & Chief Executive Officer	219	Steve Brockmeyer, President, West Region
15	Marsh McLennan Agency	marshmma.com	Insurance (non-healthcare)	15,003	Brian Hegarty, Managing Director LA	337	Brian Hegarty, Managing Director LA
16	Henderson Engineers	hendersonengineers.com	Engineering	1,016	Kevin Lewis, CEO & President	26	Ryan Haug, Los Angeles Regional Leader
17	C.W. Driver Companies	cwdriver.com	Construction	322	Dana Roberts, Chairman & Chief Executive Officer	92	Dana Roberts, Chairman & Chief Executive Officer
18	Swinerton	swinerton.com	Construction	2,554	David Callis, CEO	510	David Callis, CEO
19	Transwestern	transwestern.com	Real Estate/Renting/Leasing	2,153	Larry Heard, Chief Executive Officer	61	Perry Degulis, Executive Managing Director - Regional Operations Officer, Western US
20	Pariveda	parivedasolutions.com	Technology	519	Margaret Rogers, CEO	33	Chad Hahn, Managing Vice President
21	Alston & Bird	alston.com	Legal	1,879	Richard Hays, Managing Partner	160	Jeffrey Rosenfeld, Los Angeles Partner in Charge
22	HITT Contracting	hitt.com	Construction	1,932	Kim Roy, CEO	85	Trevor Coffey
23	Hensel Phelps	henselphelps.com	Construction	5,079	Michael J. Choutka, CEO	257	Damian Buessing, Regional Vice President
24	Polsinelli	polsinelli.com	Legal	1,968	Chase Simmons, Chairman & Chief Executive Officer	120	Noel Cohen & Arthel McDaniel, Los Angeles Co-Office Managing Partners
25	Buchalter, APC	buchalter.com	Legal	885	Adam J. Bass, President & CEO	281	Adam J. Bass, President & CEO



LARGE COMPANIES (250 or more US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
26	CBIZ Advisors, LLC	cbiz.com	Accounting	10,191	Jerome Grisko, President & CEO	195	Kelly O'Neil, Lead Managing Director
27	The Baldwin Group	baldwin.com	Insurance (non-healthcare)	4,000	John Pollock, Regional President, West Region	16	John Pollock, Regional President, West Region
28	Belkin International, Inc.	belkin.com	Technology	476	Steven Malony, CEO	320	Steven Malony, CEO
29	HOK	hok.com	Architecture	1,378	Susan Klumpp Williams, Co-CEO & Managing Principal	70	Albert Kaneshiro, Senior Regional Practice Leader
30	RSM US LLP	rsmus.com	Accounting	274	Brian Becker, Managing Partner & CEO	274	Leslie Stackpole, Office Leader & Tax Partner
31	West Monroe	westmonroe.com	Consulting	1,569	Jordan Sternlieb, Senior Partner & Los Angeles Office Leader	112	Jordan Sternlieb, Senior Partner & Los Angeles Office Leader
32	Burns & McDonnell	burnsmcd.com	Engineering	10,000	Leslie Duke, CEO	34	Rashmi Menon, Vice President

A man wearing a white hard hat with the 'McCarthy' logo, safety glasses, and an orange high-visibility vest over a blue shirt. He is smiling. The background is a red-tinted image of a large crowd of people.

The McCarthy logo, consisting of the word 'Mc' in white and 'CARTHY' in red, both in a bold, sans-serif font, inside a red rectangular box.

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LARGE COMPANIES (250 or more US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
33	Centerfield	centerfield.com	Technology	377	Kris Barton, CEO	180	Kris Barton, CEO
34	Shawmut Design and Construction	shawmut.com	Construction	1,400	Les Hiscoe, CEO	73	Greg Skalaski, Executive Vice President, West Region
35	Horizon Media, Inc.	horizonmedia.com	Advertising/Marketing/PR	277	Bill Koenigsberg, CEO & Founder	277	Karen Hunt, President, Western Region
36	Weaver	weaver.com	Accounting	1,381	John Mackel, CEO	117	Sindhu Rajesh, Partner
37	Corgan	corgan.com	Architecture	1,071	Scott Ruch, CEO	90	Brent Kelley, Managing Principal
38	EP Wealth Advisors	epwealth.com	Finance	508	Ryan Parker, CEO	157	Patrick Goshtigian, Executive Chairman
39	Panda Restaurant Group, Inc.	pandarg.com	Hospitality/Restaurants	55,102	Andrew & Peggy Cherng, Co-Founder, Co-Chair, Co-CEO	3,494	David Wang, Zone Vice President

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MEDIUM COMPANIES (50 - 249 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	BNBuilders, Inc.	bnbuilders.com	Construction	82	Brad Bastian, President	82	Brian Dague, Regional Business Leader
2	Morley Builders	morleybuilders.com	Construction	143	Charles Muttillo, President	143	Charles Muttillo, President
3	D.Law	d.law	Legal	162	Emil Davtyan, Founder & Managing Attorney	159	Emil Davtyan, Founder & Managing Attorney
4	Composition Wealth	composition.com	Finance	104	Bruce Milam, CEO	28	Matthew Granski, Chief Operating Officer
5	Ideal Living	idealliving.com	Wellness	95	Peter Spiegel	95	Katie Williams
6	Whittier Trust Company	whittiertrust.com	Finance	129	David A Dahl, CEO & President	129	David A Dahl, CEO & President
7	Michelman & Robinson, LLP	mrlp.com	Legal	120	Sanford Michelman, Co-Founding Partner	60	Lara Shortz, Office Managing Partner
8	Balaciano Group	balaciano.com	Real Estate/Renting/Leasing	70	Shawn Evenhaim, Chief Executive Officer	70	Shawn Evenhaim, Chief Executive Officer
9	Nourmand & Associates	nourmand.com	Real Estate/Renting/Leasing	201	Michael Nourmand, President	201	
10	BAMKO	bamko.net	Advertising/Marketing/PR	102	Jake Himelstein, President	52	Jake Himelstein, President
11	TicketManager	ticketmanager.com	Technology	84	Tony Knopp, CEO	36	Tony Knopp, CEO
12	Golden Star Technology Inc.	gstinc.com	Technology	145	Yueh Chin Hsu Wang, Owner	133	Yueh Chin Hsu Wang, Owner
13	Frankfurt Kurnit	fkks.com	Legal	171	Jeffrey A. Greenbaum, Managing Partner	38	Tricia Legittino, Supervising Partner
14	Paramount Global Inc.	paramountglobal.com	Transportation/Distribution	98	Jay Gample, President	98	Jay Gample, President
15	Greenberg Glusker LLP	greenbergglusker.com	Legal	201	Bob Baradaran, Managing Partner	201	Bob Baradaran, Managing Partner
16	PragerU	prageru.com	Non-Profit	168	Marissa Streit, Chief Executive Officer	168	Marissa Streit, Chief Executive Officer
17	Ad.net	ad.net	Ad Tech	63	Jon Waterman, CEO & Founder	63	Jon Waterman, CEO & Founder
18	Windes	windes.com	Accounting	225	Sean McFerson, President & Managing Partner	75	Sean McFerson, President & Managing Partner
19	DISQO	disqo.com	Technology	187	Armen Adjemian, CEO	65	Armen Adjemian, CEO

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MEDIUM COMPANIES (50 - 249 US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
20	Jeffer Mangels Butler & Mitchell, LLP	jmbm.com	Legal	214	Bruce P. Jeffer, Founding & Managing Partner	214	Bruce P. Jeffer, Founding & Managing Partner
21	Raines Feldman Littrell LLP	raineslaw.com	Legal	138	Jonathan Littrell, Managing Partner	62	Jonathan Littrell, Managing Partner
22	Health Advocates Network, Inc.	hanstaff.com	Staffing	120	Kevin Little, CEO	23	Mr. Paul Mwangi, President
23	Hanson Bridgett LLP	hansonbridgett.com	Legal	56	Kristina Lawson, Managing Partner	56	Raffi Zerounian, Partner & LA Market Leader
24	Northwestern Mutual - Manhattan Beach	northwesternmutual.com	Finance	66	Josh Johnston, Managing Director	66	
25	Cydcor	cydcor.com	Business Services	141	Vera Quinn, CEO & President	141	Vera Quinn, CEO & President
26	Howard Building Corporation	howardbuilding.com	Construction	164	Mark Fuller, CEO	49	Mark Fuller, CEO

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MEDIUM COMPANIES (50 - 249 US employees)

Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
27	Build Group, Inc.	buildgc.com	Construction	67	Scott Brauningner, CEO	67	Andrew Clark, Division President
28	Liquid I.V.	liquid-iv.com	Wellness	212	Mike Keech, CEO	180	Mike Keech, CEO
29	PBS Engineers, Inc	pbsengineers.com	Engineering	103	Kunal G Shah, President & CEO	83	Kunal G Shah, President & CEO
30	Portofino Hotel and Marina	hotelportofino.com	Hospitality/Restaurants	121	Drew Berry, General Manager	121	Drew Berry, General Manager
31	Diamond Game	diamondgame.com	Arts/Entertainment/Media	110	Bill Breslo, President	63	Bill Breslo, President
32	William Warren Group	williamwarren.com	Real Estate/Renting/Leasing	119	William Hobin, CEO	119	William Hobin, CEO
33	AC Martin	acmartin.com	Architecture	125	Tom Hsieh, CEO	100	Tom Hsieh, CEO

A wide-angle photograph of a modern, open-plan office space. In the foreground, a man sits at a long wooden table with yellow chairs. In the background, another man sits at a desk, and a woman stands near a large screen displaying a blue image. The office has a high ceiling with exposed pipes and modern lighting fixtures, including large yellow pendant lights. The floor is made of dark wood. The overall atmosphere is professional and collaborative.

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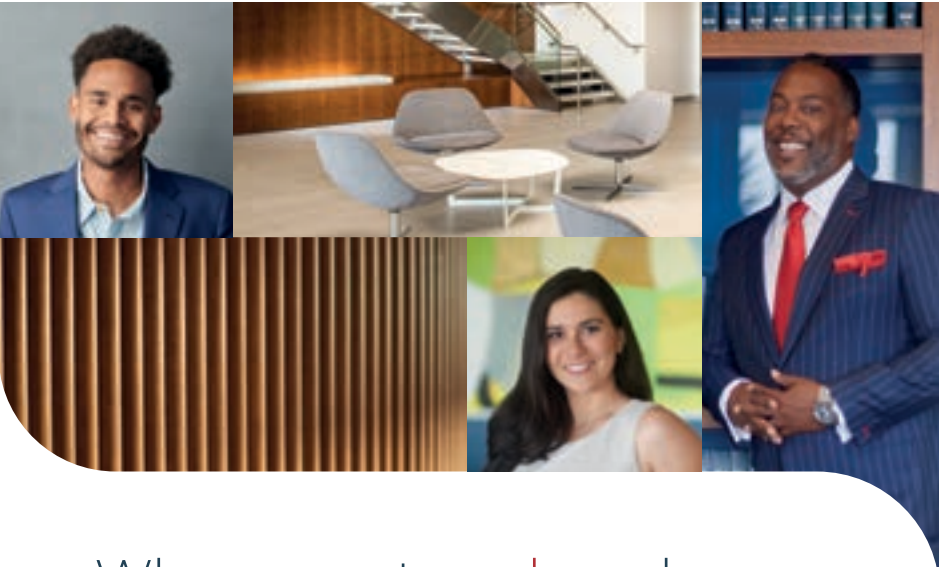
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SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
1	VHA	vhacorp.com	Telecommunications	38	Vincent Huang, President	26	Vincent Huang, President
2	MK Partners	mkpartners.com	Technology	19	Matt Kaufman, CEO	19	Matt Kaufman, CEO
3	Laurel Employment Law	laurelemploymentlaw.com	Legal	34	Joshua White, CEO	27	Joshua White, CEO
4	Westmount Partners	westmount.com	Finance	39	Jim Berliner, Founder & Chairman	39	Mike Amash, Partner, President
5	gish SEIDEN LLP	gishseiden.com	Accounting	42	Maureen O'Gara Adford, Managing Partner	31	Carolyn Hansen, COO
6	Universal Metro, Inc.	universalmetro.com	Construction	40	David Triepke, CEO & Owner	38	Michelle Triepke, Organizational Development/ Owner
7	Pegnato Roof Intelligence Network	pegnato.com	Consulting	20	Maryella Pegnato, Co-CEO	18	Maryella Pegnato, Co-CEO
8	OFFICEUNTITLED	officeuntitled.com	Architecture	33	Christian Robert, Co-Founder & Principal	33	Benjamin Anderson, Shawn Gehle, Lindsay Green, Christian Robert, Co-Founders, & Principals



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SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
9	Murphy O'Brien, Inc.	murphyobrien.com	Advertising/Marketing/PR	33	Karen Murphy O'Brien, Founder & CEO	15	
10	The Goetzman Group	goetzmangroup.com	Consulting	46	Greg Goetzman, CEO & Founder	46	Greg Goetzman, CEO & Founder
11	Northwestern Mutual - West Los Angeles	northwesternmutual.com	Finance	27	Juan Baron, CFP, CLU, ChFC, Managing Partner	27	Juan Baron, CFP, CLU, ChFC, Managing Partner
12	Northwestern Mutual Los Angeles	northwesternmutual.com	Finance	45	James Verzino, Managing Partner	45	James Verzino, Managing Partner
13	Structural Focus	structuralfocus.com	Engineering	21	Russell Kehl, President	21	Russell Kehl, President
14	Strategic View Advisors	strategicviewadvisors.com	Finance	19	Edward Moyzes, CEO	19	Edward Moyzes, CEO
15	Eleven Recruiting	elevenrecruiting.com	Staffing	15	Michael Chiang, CEO	15	

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SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Website	Industry	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
16	Montage Insurance Solutions	montageinsurance.com	Insurance (healthcare)	22	Danone Simpson, CEO	22	Danone Simpson, CEO
17	Hedman Partners LLP	hedmanpartners.com	Accounting	37	Calvin Hedman, Managing Partner	37	Calvin Hedman, Managing Partner
18	Benedict Canyon Equities	bceproperties.com	Real Estate/Renting/Leasing	19	Nicholas Matus, President & COO	19	Nicholas Matus, President & COO
19	C&R PR	candrpr.com	Advertising/Marketing/PR	25	Spencer Castillo, Co-Founder	18	Spencer Castillo, Co-Founder
20	Cityview	cityview.com	Real Estate/Renting/Leasing	43	Sean Burton, CEO	43	Sean Burton, CEO
21	Elevate Public Affairs	elevatepublicaffairs.com	Public Affairs	22	Elizabeth Hansell, Principal	20	Becky Warren, Principal
22	PCH Benefits & Insurance Solutions	pchbenefits.com	Insurance (healthcare)	18	Thomas R Means, CEO	18	Thomas R Means, CEO

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Growth Spurred by People and Culture

The Los Angeles Business Journal has placed employment law firm D.Law at the pinnacle of its list of ‘Fastest Growing Law Firms.’

Describing the company’s “explosive growth,” the article reported that “D.Law saw a staggering 1,233% increase in attorney count — jumping from just three to 40 in three years, the highest percentage growth on the list,” by far, of the top 50 law firms in the region.

Celebrating this milestone, founder and managing attorney Emil Davtyan noted that D.Law’s success is about much more than headcount.

“Everyone talks about explosive growth, but we’ve never chased numbers for the sake of it. For ten years, we’ve invested in people and culture — and now, the numbers are catching up,” said Davtyan.

For a firm that quietly celebrated its 10-year anniversary this year, the real story is how this growth was achieved — deliberately, sustainably, and rooted in company culture. At the heart of D.Law’s model is what the team calls the “Power of One,” the idea that each person matters, and that real impact happens when you meet and treat people one-on-one — as unique individuals in a professional environment.

“We cater to one person at a time,” said Davtyan. “One employee, one attorney, one client. That’s the DNA of our culture. We’ve always believed that if you focus on individuals — the right people, the right partners —

‘Everyone talks about explosive growth, but we’ve never chased numbers for the sake of it. For ten years, we’ve invested in people and culture — and now, the numbers are catching up.’

EMIL DAVTYAN
D.Law

everything else will follow.”

The firm’s intentional approach has positioned it as both a disruptor and a destination in the legal landscape. While some firms scale rapidly during short bursts of momentum, D.Law has been building quietly—brick by brick, person by person — since its founding in 2015.

“This didn’t happen overnight,” said Davtyan. “We’ve been at it for a decade now, but if you work diligently for several years, one



day you may be seen as an overnight success.”

As D.Law looks to the future, its leadership remains focused on growth that reflects its values — human-centered, culturally aligned and deeply personal.

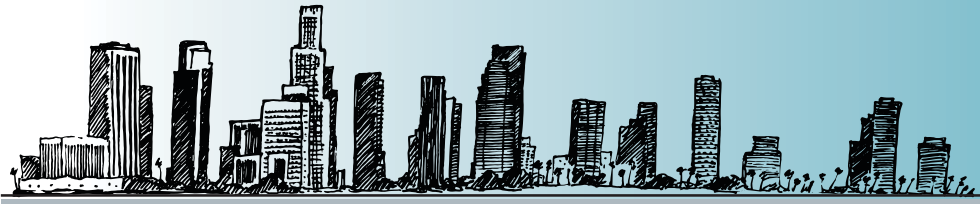
“We’re proud of this recognition,” noted Davtyan. “But more than that, we’re proud of how we got here.”

With main offices in Glendale, a new Pasadena headquarters in the works, and satellite offices throughout the state, D.Law also has

been recognized as one of the “100 Best Places to Work in Los Angeles” and “Most Admired Law Firms to Work For.”

The firm has been steadily expanding, through the hiring of new talent as well as the strategic acquisition of complementary law firms, as it pursues its goal of becoming the biggest and most innovative employment law firm in California and, eventually, the nation.

For more information, visit www.D.law.



Why Total Rewards Must Evolve to Win in Today's Talent Market

By BRIAN HEGARTY

In today's fast-moving labor market, offering competitive pay and traditional benefits is no longer enough to attract and retain top talent — especially in a dynamic region like Greater Los Angeles.

Employees across all industries and age groups are expecting more from their employers... Flexibility, purpose, inclusion, well-being and room to grow are top of mind priorities. According to Marsh McLennan Agency's 2025 Employee Health & Benefits Trends report, the majority of employees across generations consider social satisfaction and personal connection at work to be "very or extremely important," reinforcing the need for benefits that support the whole person — not just the role they fill.

As the landscape continues to shift, the companies earning recognition as "Best Places to Work" are redefining what Total Rewards look like — and reaping the business benefits of doing so.

At Marsh McLennan Agency (MMA), we have a unique vantage point: as trusted advisors to hundreds of employers across Southern California and beyond, we're seeing how these forward-thinking organizations are adapting their Total Rewards strategies to meet evolving expectations. It's not about doing more for the sake of more — it's about designing a rewards experience that aligns with people's lives and your business goals.

FROM TRADITIONAL TO TRANSFORMATIONAL

Total Rewards used to mean salary, health insurance, a 401(k), and maybe a bonus. These building blocks are still essential, but they're just the foundation. In 2025, Total Rewards encompasses everything an employee experiences in exchange for their time and contributions: physical, mental and financial well-being programs; flexibility in how they work; opportunities for personal growth; a sense of belonging; and alignment with a company's mission.

This broader definition reflects the reality that employees don't compartmentalize their work and life — they increasingly expect their employer to support them holistically. Employers are responding by modernizing their Total Rewards packages to reflect this new mindset: 60% are actively tailoring benefits to meet the needs of a multigenerational workforce, a move that supports personalization, flexibility, and inclusion across all employee groups (2025 Employee Health & Benefits Trends report).

WHAT TODAY'S TALENT VALUES

It is important for business leaders to understand what top talent is currently looking for. We're seeing several consistent themes emerge across industries:

- **Flexibility is now foundational.** Whether hybrid work, compressed schedules, or personalized time-off programs, employees want control over how work fits into their lives. The 2025 Employee Health & Benefits Trends report found that flexible scheduling and remote work rank among the most valued benefits across every generation.

- **Mental health support is a must.** Resources like employee assistance programs (EAPs),



counseling access, and stress management benefits are becoming key differentiators. Yet despite rising demand, only 1% of HR departments currently offer AI-driven well-being programs, indicating a major opportunity for employers to lead in this space. (2025 Employee Health & Benefits Trends)

- **Financial well-being matters.** Employees want help navigating financial stress — emergency savings, student loan repayment support, and financial literacy programs are increasingly in demand. In the report, 77% of Millennials and 62% of Gen Z said that access to a benefits advisor is extremely important, showing how much value employees place on trusted financial guidance. (2025 Employee Health & Benefits Trends)

- **Purpose and belonging drive engagement.** Employees are seeking workplaces where they feel connected — to their peers, leaders, and a shared mission. The report highlights that more than half of employees experience generational friction at work, while companies with mentorship programs see 18% higher profits and report significantly better employee satisfaction. (2025 Employee Health & Benefits Trends)

MMA helps clients uncover these priorities using data, employee surveys, and peer benchmarking — then translate those insights into meaningful strategy. The goal? Build rewards programs that aren't just comprehensive, but truly compelling.

DESIGNING FOR THE FUTURE: FLEXIBILITY AND PERSONALIZATION

Today's workforce spans five generations, with widely varying needs and preferences. The most effective Total Rewards strategies acknowledge this diversity and offer choice. According to Marsh McLennan Agency's 2025 Employee Health & Benefits Trends report:

- **Gen X** needs flexibility to manage dual caregiving roles.
- **77% of Millennials and 62% of Gen**

Z say access to a benefits advisor is extremely important.

- **Gen Z** is the only generation with rising HSA participation, signaling early engagement with financial wellness.

- **Despite 53% of employees experiencing generational friction, 71% say they prefer a multigenerational workplace.**

A one-size-fits-all approach no longer works. Leading employers are embracing modular benefits and personalized experiences to meet people where they are.

We see leading employers shift toward modular benefit designs and personalized experiences. Examples include benefit credits that allow employees to allocate dollars where they need them most, or custom learning paths for career development. Communication plays a critical role — employees must not only have great benefits, they need to understand and appreciate them.

MMA, we emphasize benefits education as a key pillar of Total Rewards. We help organizations craft tailored communication campaigns — so employees not only engage with their benefits but associate them with their "why" in their everyday work.

WHY LA IS A BELLWETHER MARKET

Here in LA, we've seen employers adopt creative strategies that are now becoming models for national trends:

- Employers offering flexible stipends that can be used for anything from wellness to commuting
- On-demand mental health coaching as part of core benefit offerings
- Enhanced family leave and return-to-work programs to support working parents
- AI-powered tools that help employees navigate and optimize their benefit selections

TOTAL REWARDS AS A BUSINESS STRATEGY

It's important to remember that Total

Rewards is not just an HR initiative — it's a business strategy. An effective approach can support retention, productivity, engagement, and ultimately improve business performance.

The cost of turnover is steep — and rising. Replacing an employee has become increasingly expensive. According to the Work Institute's 2024 Retention Report, US companies spent nearly \$900 billion on voluntary turnover in 2023 — an amount that reflects rising wages and turnover rates — and the conservative method estimates the cost to replace an employee at about 33% of their annual salary, up from previous years.

But, when employees feel cared for, fairly rewarded, and aligned with company values, they stay longer and contribute more.

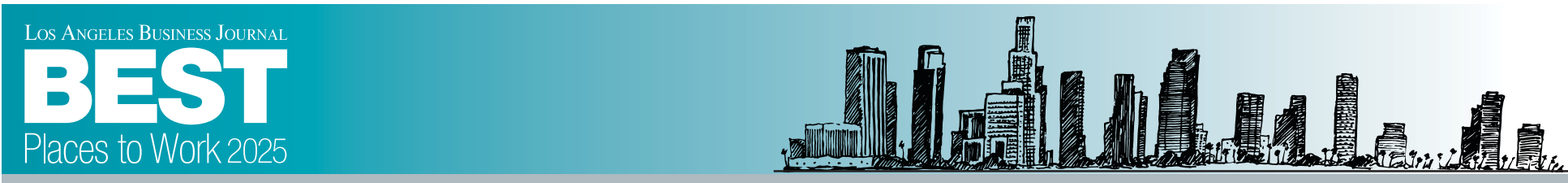
A BROKER'S PERSPECTIVE

At Marsh McLennan Agency, we don't believe in a cookie-cutter approach. Every organization has a unique culture, budget and set of challenges. That's why we take a consultative, data-driven approach to building Total Rewards strategies — backed by compliance, actuarial, communications, wellness, and HR experience all under one roof.

Our role is to help employers connect the dots between what employees want, what business needs, and what's possible. Whether it's implementing new technology to streamline benefit administration, modernizing wellness strategies, or preparing for upcoming regulatory changes, we serve as long-term partner — not just a vendor.

As a proud Diamond Sponsor of the Best Places to Work Awards, we're honored to support companies who are raising the bar — not just for their own people, but for the broader business community here in Los Angeles.

Brian Hegarty is president of Marsh McLennan Agency. Learn more at MarshMMA.com.



Despite Backlash, Most US Workers Support Current DEI Policies

Despite scrutiny, DEI programs continue to receive strong support from employees, according to new survey data from The Conference Board.

Indeed, 58% of US workers believe their organization devotes the appropriate level of effort and resources to their DEI initiatives; 21% don't believe their organization's efforts go far enough.

"DEI values and initiatives are essential for many US employees and continue to receive strong, positive feedback," said Allan Schweyer, principal researcher, human capital, The Conference Board. "Leaders should focus on what really matters for their workforce amid the noise, as these initiatives are crucial for attracting and retaining current and future talent."

The survey data gauges employees' and executives' perceptions of DEI initiatives and backlash. Key findings include:

WORKER VIEWS OF DEI INITIATIVES
Findings come from a survey of 1,345 US workers, carried out in August 2024.

Employees support DEI initiatives, with nearly a quarter expressing a desire for more.

- 58% say their organization's DEI approach is appropriate—but 21% say it is insufficient.
- 21% feel too much effort and resources are allocated.

Most companies have DEI initiatives that include fairness policies and equitable pay programs.

- 81% say their company has fairness policies and executive leaders who actively promote DEI.
- 76% have programs that promote equitable compensation and benefits.
- 74% have a dedicated DEI leader.

Employees find initiatives that emphasize the importance of DEI and fair pay the most impactful.

- 63% report a positive impact from executive leaders communicating the importance of DEI.
- 62% say the same for initiatives that promote equitable compensation and benefits.

However, they're uncertain about the impact of measuring DEI objectives.

- 52% say that measuring DEI targets has a neutral or negative effect on their work experience.

Demographic differences shape employees' views of DEI, with millennials showing the most support.

- Millennials: 52% say their organization dedicates the right amount of effort to DEI and 32% say their efforts are not enough.
- Gen X: 57% and 22%, respectively.
- Baby Boomers: 63% and 12%, respectively.

Employees consider DEI vital for workplace culture but are unsure about its impact on productivity.

- 71% of respondents say that DEI initiatives improve their sense of belonging.
- 62% say they enhance engagement.
- 59% say they help collaboration and retention.
- Only 43% believe DEI positively impacts productivity, with 17% seeing it as detrimental.

Nearly half of women wouldn't work for a company that doesn't take DEI seriously.

- 49% of women wouldn't work for a company that doesn't take DEI seriously vs. just 29% of men.

Women's perceptions of DEI initiatives

'Leaders should focus on what really matters for their workforce amid the noise, as these initiatives are crucial for attracting and retaining current and future talent.'

ALLAN SCHWEYER
The Conference Board

are more positive than men's.

- 73% of women report a positive impact from equitable compensation initiatives vs. 51% of men.
- 71% of women report a positive impact from DEI workshops vs. 50% of men.

Black respondents are more likely to perceive DEI efforts as insufficient.

- 56% of Black respondents say they would not work for a company that does not prioritize DEI, compared to 40% of White (non-Hispanic), 33% of Hispanic, and 33% of Asian respondents.
- 40% of Black respondents say their company's current DEI efforts are not enough, compared to 19% of White (non-Hispanic), 25% of Hispanic, and 23% of Asian respondents.

EXECUTIVE VIEWS OF DEI BACKLASH
Findings come from a survey of 73 senior DEI, HR, ESG and Corporate Citizenship executives at US public companies, carried out in March 2024.

The political and legal landscape for corporate diversity efforts is increasingly contested.

- 63% of surveyed executives view the

political climate for DEI as very or extremely challenging.

- 63% say the 2023 Supreme Court decision on affirmative action negatively affected their DEI efforts.

Executives are bracing for persisting or intensifying scrutiny of their diversity initiatives.

- 69% expect scrutiny of DEI efforts to persist or increase in the next three years.

Most companies are revising their DEI terminology, but few plan to reduce their DEI communications.

- 53% say their company has adjusted its DEI terminology both internally and externally over the past year, with another 20% considering similar changes.

They're adjusting language to broader concepts like "inclusion," "belonging," and "engagement," which are less prone to legal challenge.

- Only 9% of surveyed executives intend to scale back external DEI communications over the next year—and just 3% plan to do so internally.

Learn more at [ConferenceBoard.org](https://www.conferenceboard.org).

Hiring for Promise is More Effective for Closing Skills Gaps

Organizations lose out on performance gains when they require employees to demonstrate proficiency in all skill requirements before moving them into critical roles, according to a survey by Gartner, Inc. In fact, employees hired based on promise are 1.9 times more likely to perform effectively than those hired for proficiency.

A Gartner survey revealed that 48% of the 190 surveyed HR leaders agreed the demand for new skills is evolving faster than existing talent structures and processes can support.

"Many organizations are transforming their capabilities so rapidly that they can't acquire all the skills they need — the talent either doesn't exist or is too expensive," said Meaghan Kelly, director in the Gartner HR Practice. "This puts more pressure on organizations to build skills internally, but unfortunately,

most organizations are not building skills fast enough to fill critical roles."

One of the biggest challenges facing organizations today when building skills is the pressure put on building proficiency. The current approach of requiring employees to be proficient in all skills before transitioning into new roles is delaying performance and hindering growth.

To speed up time spent on skills development and facilitate internal mobility, HR leaders must shift from building proficiency to building on promise, which Gartner defines as "a willingness and ability to learn new skills from a minimum foundation." Yet, in a Gartner survey of more than 3,200 employees, only 28% reported that their organization places importance on building on promise.

MOBILIZING PROMISE

One of the biggest challenges in mobilizing organizations to hire on promise is actually identifying employees with promise. According to the October Gartner survey, 51% of managers agreed that they request recruiters to only focus on recruiting employees with all desired skills when recruiting internally.

"Waiting to find an employee with all of the exact skills listed for a role significantly shrinks the pool of potential candidates," said Annika Jessen, director in the Gartner HR practice. "Instead, managers should focus on defining simple, foundational role requirements to reach a wider group of candidates."

To encourage managers to adopt this approach, recruiters should illustrate what promise looks like for in-demand skills via

quantitative and qualitative data, and how to transform promise into performance.

REALIZING PROMISE

Offering support to employees hired based on promise is crucial, though there is currently an overreliance on managers for this support, despite their high levels of burnout. To help lift the burden of support off managers, organizations can implement skills-based learning networks, which include the employee, their manager, learning and development, talent management, and a subject matter expert. Per Gartner research, implementing a network support approach has nearly doubled the impact on skills preparedness versus the 1:1 support approach.

Learn more at [gartner.com](https://www.gartner.com).