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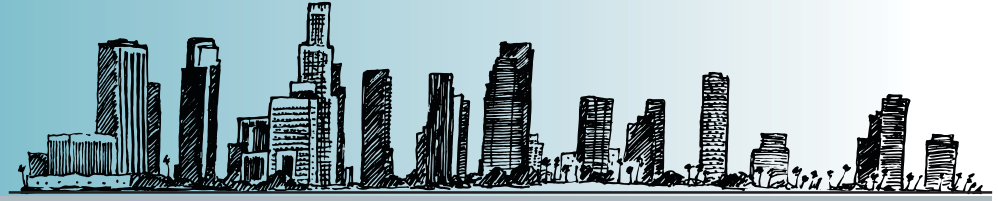
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The Best Places to Work in Los Angeles 2026: A Look at the Winners

The 20th 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 6th 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 sponsored by Diamond Sponsors **D.Law; Marsh McLennan Agency; and Wedbush**. Thanks also go out to the event’s contributing Gold Sponsors **Ashurst Perkins Coie; Call the Car; City of Hope; Cresa; Decron Properties Corp; Golden Star Technology; Hillcrest; Hirsch Pipe & Supply; HNTB Corporation; Howard Building Corporation; Ideal Living; Kantor & Kantor, LLP; Morley Builders; The PENTA Building Group; Poms & Associates Insurance Brokers; Venstar; and Whittier Trust.**

RECOGNIZING EXCELLENCE. REWARDING PROGRESS.

Ashurst Perkins Coie is honored to be named one of the *Los Angeles Business Journal’s* 2026 Best Places to Work.

As the global law firm for the future economy, we know our greatest strength is our people. This recognition reflects a culture in which diversity, inclusion, belonging, and opportunity for all are not just values we uphold — they’re the foundation of how we work, collaborate, and deliver for our clients.

We are grateful to our talented lawyers and business professionals, whose passion and commitment to excellence make Ashurst Perkins Coie a place where everyone can thrive.

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A MOMENTUM.

Named best places to work
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The Best Places to Work in Los Angeles 2026: 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)

1



THE ART & SCIENCE OF BUILDING

CLAYCO

Once again topping the list, Clayco is a place where people build more than projects—they build careers, relationships, and a sense of ownership. The company’s fully integrated design-build model empowers employees to collaborate across disciplines, innovate faster, and see the direct impact of their work.

Clayco invests deeply in its people through mentorship, leadership development, and clear growth pathways, creating long-term careers—not just jobs. The culture is grounded in trust, accountability, and recognition, with teams that celebrate wins together and support one another through challenges. Competitive benefits, performance-based rewards, and meaningful work on complex, high-profile projects keep engagement high. Most importantly, employees stay because they feel valued, challenged and proud to be part of a company that is shaping communities and redefining what’s possible in the built environment.

Clayco is committed to building a workforce that reflects the diverse communities it serves. The recruiting strategy focuses on expanding access by partnering with diverse professional organizations, universities, and community programs to connect with top talent from all backgrounds. Clayco prioritizes inclusive hiring practices that ensure candidates are evaluated based on their skills, potential, and contributions.

2



ROTH STAFFING COMPANIES

One of the nation’s largest privately held staffing firms, Roth Staffing doesn’t just find people jobs—it creates remarkable experiences. For over 30 years, Roth Staffing has focused on creating workplace engagement and fulfilling the company purpose: “To make life better for the people we serve.”

Roth Staffing is a values-based organization, and its core principles are the very soul of the company. The culture is created by coworkers who are passionate about what they do. If there is one thing Roth Staffing does particularly well when compared with other companies in its industry, it is building a culture where coworkers feel genuinely engaged. With its work-from-home structure, its Relaxation, Awareness & Doing Good (RAD Days) program, volunteering, philanthropy, a 9/80 schedule option, a focus on belonging, and hard work coupled with fun, Roth Staffing is a place where coworkers love to be!

A core Roth Staffing company value is to “respect the dignity and worth of every individual and act accordingly.” Roth Staffing’s multiple Coworker Resource Groups support diversity recruitment and Coworker retention by hosting speakers on a wide range of diverse topics that serve as training and learning & development opportunities for coworkers, while also strengthening the culture of belonging.

3



HKS ARCHITECTS, INC.

HKS Architects, Inc. is a leading interdisciplinary global design firm, ranked by the LA Business Journal as one of LA’s largest architecture firms, and named Fast Company’s #1 Most Innovative Architecture Firm and #31 on its 2026 World’s Most Innovative Companies list, reflecting the firm’s leadership in shaping the future of global business, technology and culture. Since 1939, HKS has completed projects in more than 1,500 countries. The firm operates from 29 global offices and employs more than 1,600 people.

Employees love the relaxed office environment and being a 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.

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 also bestowed at the office-wide events to individual employees or teams who go above and beyond their job descriptions to meet client needs. “Nice Job” awards are given to employees who complete particularly challenging work assignments. They receive firmwide recognition and cash prizes.

4. SHAWMUT DESIGN AND CONSTRUCTION

Shawmut Design and Construction is a \$2.3 billion national construction management firm that completes extremely complex and logistically challenging projects for high-profile, clients. As a 100% employee-owned company, Shawmut has a people-first culture of ownership, proactive solution-making, and forward thinking. Shawmut’s culture of care is built upon its core values—excellence, safety, ownership and people—which guide every decision. Shawmut has safety programs focused on physical and mental health, talent development programs to cultivate inclusive, empathetic leaders, and is focused on creating a workplace where everyone can show up as their true selves and reach their fullest potential.

5. CRESA

Working at Cresa is like being in a big family that is very supportive, collaborative and connected. Management is focused on developing a culture that encourages everyone to succeed and have a good time. Employees trust each other and enjoy working together. The organization is very supportive of those with family priorities, while providing flexibility regarding how and where everyone works. The company offers a flexible work schedule and environment so there is no evaluating or recognizing of attendance. Cresa has an intentional, ongoing campaign in building its team with the best available people within its industry.

6. CLUNE CONSTRUCTION

Clune’s dedication to its employees has earned it recognition as a Best Place to Work in Los Angeles for eight consecutive years. Clune’s leadership team knows that its success is driven by its people, which is why the company invests in their growth early on. As an employee-owned company, Clune fosters a culture rooted in respect and shared values. This commitment

The **best** place to work is built by the **best** people.



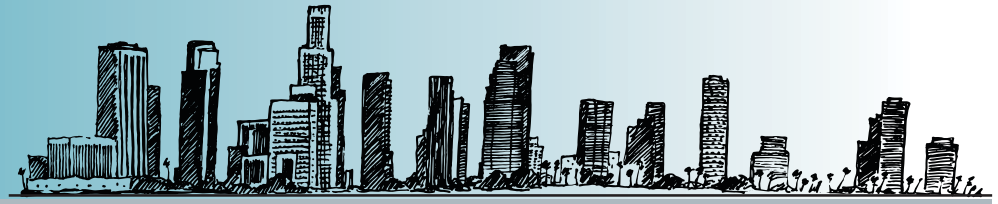
We're proud to be recognized as one of the Los Angeles Business Journal's Best Places to Work in 2026!



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starts day one, with exceptional benefits, a strong focus on well-being and a workplace culture built to support our people for the long term. Clune is also dedicated to building a diverse and inclusive workforce, supported by a thoughtful, multi-faceted approach.

7. MCCARTHY BUILDING COMPANIES, INC.

McCarthy is one of the nation's largest 100% employee-owned construction companies, and its LA team takes that ownership personally. Every partner has a stake in McCarthy's success through its ESOP, backed by a strong 401(k) match, paid family leave, and wellness programs like on-site biometric screenings and its Mammos & Mimosas mammography event open to the DTLA community. McCarthy also invests in its people through career development, mentorship, and inclusive leadership training while championing belonging through IRGs, Partnership for Women, and Construction Inclusion Week. The LA office gives back year-round — sponsoring and supporting local nonprofits side by side.

8. ALSTON & BIRD

Alston & Bird focuses on its primary asset — its people. The firm works to hire the brightest and best professionals with a focus on diversity and inclusion. Alston & Bird 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. Generous benefits focus on total well-being for everyone.

9. CANNONDESIGN

CannonDesign strives to provide its teammates with a world-class experience, focused on supporting their physical, financial and emotional well-being and their creative interests. The company is a 100% employee-owned organization. Collectively, this gives its people the creative freedom to shape the firm into what they want it to be, and the teammates share in the success of the company. CannonDesign's Work/Life program offers numerous options for employees to create a work experience that best fits their lives. This could include working in an office, fully working remotely, embracing a hybrid office/remote model or working a four-day workweek.

10. 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. 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. C.W. Driver Companies has offices in Los Angeles, Rancho Cucamonga, Anaheim, San Diego, and Carlsbad.

11. 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. The company'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 it works toward common goals.

12. PERFORMANCE CONTRACTING, INC.

Performance Contracting, Inc. stands out as a great place to work because its people aren't just employees, they are owners. Its employee-owned structure creates a culture of accountability, pride, and shared success that drives everything they do. Performance is intentional about hiring high-performing individuals and equally committed to their long-term growth through continuous training, mentorship, and clear career paths. The culture is grounded in values that guide decisions, especially Performance's commitment to safety, which it prioritizes above all else, and integrity, which defines how the team works with each other and the clients.

13. WHITTIER TRUST COMPANY

At Whittier Trust, the legacy is built on relationships, both with the families the company serves and within its team. Leadership believes that exceptional client service starts with exceptional employee experience. Employees value the accessible leadership, team-first environment, and the opportunity to do meaningful, relationship-driven work. Whittier Trust's leadership prioritizes open communication, professional development, and a strong sense of community. The company offers competitive compensation, comprehensive benefits, and support for continuing education and professional growth. It prioritizes promoting from within and investing in its people so they can build lasting careers.

14. THE PENTA BUILDING GROUP

The PENTA Building Group's focus on people and relationships is the stepping stone for the company's business decisions, both internally with employees and externally with clients and partners. This focus stems from PENTA's 95.8% retention rate in Southern California, coinciding with the company's drive to develop future leaders and create a safe, enjoyable work environment. Since PENTA's inception in 2000, the company has established a balanced work hard, play hard mentality. PENTA also focuses on how to further develop employees through career development and open communication at all personnel levels. PENTA always works to foster an employee-centric culture.

15. SNELL & WILMER

Snell & Wilmer's leadership believes in fostering an inclusive, supportive, and stable environment where employees thrive. Their company'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 a commitment to inclusivity. The culture, built on trust, stability, and respect, empowers employees to bring their authentic selves to work. Snell & Wilmer promotes engagement through wellness programs, regular catered Wednesday lunches that encourage networking, and appreciation events.

16. POLSINELLI

Polsinelli is an Am Law 100 firm with more than 1,200 attorneys across over 25 offices nationwide. Recognized for excellent client ser-

vice and strong client relationships, Polsinelli is committed to meeting evolving expectations of what a modern law firm should be. Its attorneys deliver value through practical legal counsel infused with business insight, offering comprehensive corporate, transactional, litigation, and regulatory services across key industries including health care, real estate, finance, technology, private equity, and life sciences. The firm asks hard questions, pursues innovative solutions, and continually rethinks mentoring, training, recruiting, and retention—setting itself apart in a competitive market for top talent.

17. TRUE ANOMALY

True Anomaly stands out as an exceptional place to work, offering employees the rare chance to deliver mission-critical capabilities for space superiority. Team members are trusted with both the autonomy and accountability to make meaningful, tangible impact. Since expanding into the company's 90,000 square foot Long Beach facility, True Anomaly has scaled its workforce more than seven times and is on track to double headcount again, drawing top talent across aerospace, engineering, and advanced manufacturing. True Anomaly's culture is built on access, ownership and shared purpose. Employees have direct visibility into leadership, consistent recognition for their contributions, and clear alignment on company goals.

18. WEST MONROE

West Monroe is a great place to work because it has been purposeful in creating something different. Professional services firms are typically not synonymous with "Be Human" cultures. But "Be Human" is the firm's core value. West Monroe's team members bring their whole selves to work. Leadership knows its employee's are not just consultants, they're a hot-sauce enthusiast or a rock-climber. The "Chiefs Program" allows employees to create a Chief "Something" Officer outside of their daily role. The firm's "Day of Service" allows employees to help community organizations. Its Fischer Fellowship supports employees in taking a leave of absence for a long-term volunteer engagement.

19. HOK

HOK LA is part of a global design, architecture, engineering and planning firm that designs buildings and inspiring spaces that respond to the needs of people and the environment. The firm design various spaces from hospitals, workplaces, entertainment centers, universities, labs, and much more. HOK provides a robust framework for professional development and team bonding. This includes a structured onboarding process, a wide variety of mentoring opportunities, studio design reviews, construction site visits, lunch-and-learn programs, Ask Me Anything leadership conversations, training that counts toward continuing education units and payment for professional licensure exams and memberships.

20. THE BALDWIN GROUP

The Baldwin Group invest in employee growth through training, mentorship, and industry resources, empowering ITS team to take ownership of their work. The Baldwin Group's 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.

21. PCCP, LLC

PCCP is committed, through continuous communication and improvement, to maintaining an environment in which its employees enjoy coming to work with passion and enthusiasm, and where they develop meaningful relationships. PCCP's mission is to be the most credible investor and trusted advisor in the real estate investment industry. It accomplishes its mission through integrity and by embracing its core values: Relationship, Collaboration, Innovation, and Empowerment. For example, the company maintains a "Shout Outs" section on its Microsoft Teams internal collaboration system, where anyone can recognize others for hard work/extraordinary performance, attendance, safety goals, and more.

22. IMA, INC.

IMA, Inc. is a majority employee-owned, independent insurance brokerage with national scale and local presence. It 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 our company as owners. This inherently motivates the team to focus on living their core values and providing an exceptional associate and client experience. The company's hope is to foster a culture that provides its employees with a great sense of pride and purpose.

23. ASHURST PERKINS COIE

Ashhurst Perkins Coie is a great place to work because its leadership knows that its people are its greatest asset. The company shares a commitment to client service, outstanding work, and an exceptional work environment. This requires that team members attend to the many facets of their physical, emotional, intellectual, and creative well-being through a holistic benefits program. The company offers comprehensive medical, dental and vision coverage, an employee assistance program, mindfulness resources, and health advocate services. Employees receive generous PTO, personal health days, paid holidays, and sabbaticals. Ashhurst Perkins Coie promotes work/life balance with home-office support and provide training, development, community service opportunities, and recognition programs.

24. HITT CONTRACTING

HITT Contracting is a national general contractor that embodies a work hard, play hard attitude. While the team always works tirelessly to build trust with clients and partners through making every construction experience exceptional, it focuses on teamwork, empowerment, and connections among its people. Through decades-old traditions like a company-wide happy hour hosted by a new hire every Friday afternoon, family picnics in the summer, annual Subcontractor Appreciation Days, and food drives for community members in need, HITT prioritizes team building and comradery through special events and volunteerism. HITT strikes the right balance of upholding professional standards while knowing how to have fun.

25. DECROX PROPERTIES

At Decron Properties, the leadership team believes the key to creating great communities lies in strengthening its own community. Every Decron employee from the executive team to onsite associate takes an active role in fostering a corporate culture that promotes integrity, responsibility, pride, personal growth, and joy. Employees love the company's many perks, including the annual year-end holiday party, where recognition

We are honored to be recognized by the Los Angeles Business Journal as a 2026 Best Places to Work nominee. This recognition reflects something we value deeply: a team committed to serving clients with integrity, collaboration, and genuine care. Every relationship we build, every decision we make, and every family we serve begins with our people.



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to exemplary performance is recognized, in addition to climate makers. Associates that reach tenure milestones at one, five, 10, 15, and 20 years receive recognition and are able to redeem prizes.

26. BUCHALTER

Buchalter's Los Angeles office is a great place to work because of its collaborative culture, strong leadership, and long-standing commitment to creating a positive and rewarding employee experience. Founded in 1933, the firm provides full-service business law representation across the western United States. Employees value the firm's emphasis on trust, respect, professional growth, and open communication. Competitive benefits, generous paid leave programs, mentorship, and professional development opportunities support employee retention and engagement. Through its Buchalter Cares initiative, the firm is deeply committed to community involvement, reinforcing its dedication to making a meaningful impact both within the workplace and beyond.

27. HED

At HED, great design is about more than buildings. It is about shaping experiences, solving complex challenges, and creating meaningful impact. What sets HED apart is its people and an integrated, collaborative approach. Teams work across disciplines to think critically, ask the right questions, and deliver thoughtful, future-focused solutions. HED fosters a culture of trust, curiosity and inclusion where every voice matters and diverse perspectives drive innovation. Employees are empowered to grow, contribute, and push

boundaries while staying connected to purpose-driven work across a wide range of sectors. HED prioritizes its people through comprehensive benefits, wellness initiatives, and a strong focus on growth and support.

28. RSM US LLP

RSM US LLP is focused on creating compelling experiences for its clients, colleagues and communities. The company's deep focus on understanding and bringing relevant ideas and insights to help others succeed is the foundation of its unique, inclusive culture. And it's what enables the RSM team to instill confidence in a world of change. The employees at RSM are proud of the recognition of the firm, its culture, its services and the outstanding performances of its people. Its culture is truly special and part of what enables RSM to stand out in the marketplace.

29. SWINERTON BUILDERS

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 137 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 4,500 professionals across 24 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 clients across the nation.

30. HNTB CORP

HNTB improves the lives of millions of people through the design of airports, bridges, tunnels, highways and other infrastructure. 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.

31. 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 is made up of 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.

32. HORIZON MEDIA

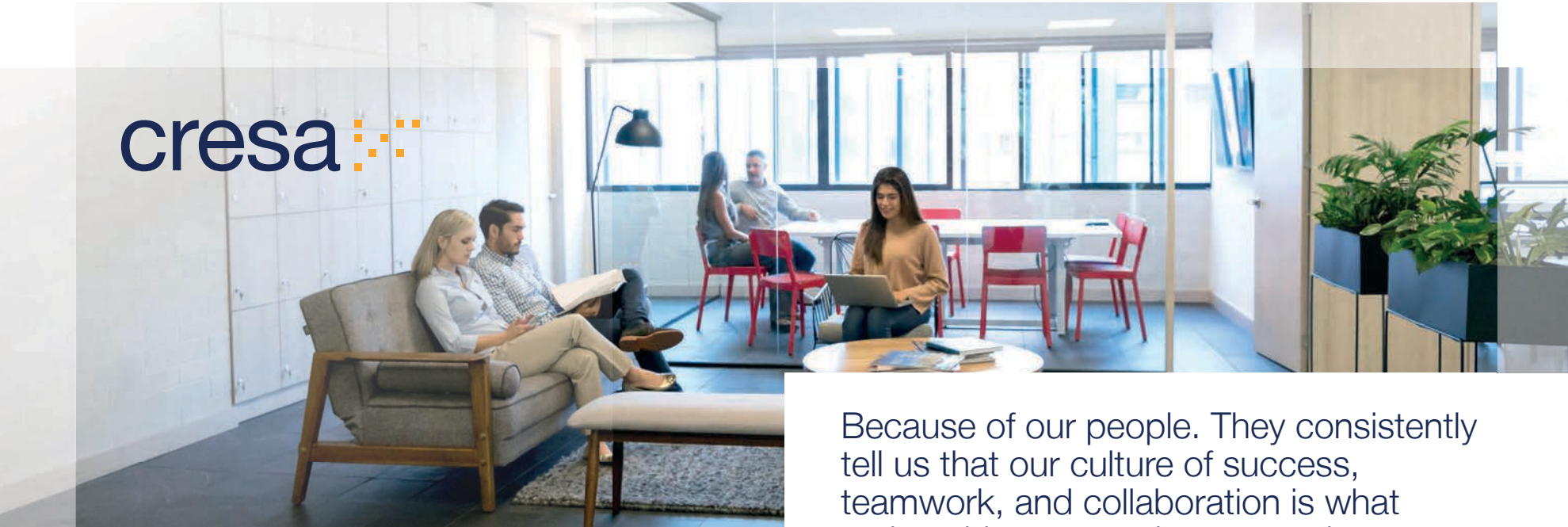
At Horizon Media, business is personal. For over 35 years, the company has built a people first culture where relationships, gratitude, and showing up for one another define how the team works. Horizon's values—intentionality, inclusion, integrity and innovation—shape a culture rooted in connection and accountability. Horizon welcomes everyone to bring their whole self to work, knowing their 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, the team delivers outcomes powered by people who feel seen, supported, and proud to be there.

33. HIRSCH PIPE & SUPPLY

Hirsch Pipe & Supply is passionate about living its values and enriching the lives of its employees and customers, one experience at a time. Employees also love the many company perks, including the annual family fun day at Knotts Berry Farm, suite nights at all Southern California sporting events for customers and employees, branch cook outs and barbecues. The company also provides employees with a baby cash gift for newborns, a wristwatch with diamond for longevity, and new watch or an additional diamond for additional milestones. The company also has inventory accuracy bonus programs, referral bonuses and safety bonus programs.

34. CENTERFIELD

Centerfield doesn't view itself as just a com-



WHY IS CRESA
ONE OF THE BEST
PLACES TO WORK?

Because of our people. They consistently tell us that our culture of success, teamwork, and collaboration is what makes this a great place to work.

Our clients benefit from our occupier focus complemented by our integrated suite of services, ensuring everything we do is from your perspective – and to your advantage.



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People Empowered

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pany, but rather a community of innovators, problem-solvers, and game-changers who thrive in a dynamic and fast-paced environment. The team is at the forefront of digital marketing, performance-driven technology, and media solutions, making a real impact for top-tier brands across multiple industries. During “Learning & Professional Development Week,” team members sharpen their skills and engage in more than 25 educational activities that promote career development and include collaborative, creative activities such as painting murals. There are also many system-wide celebrations and engagement moments.

35. EISNERAMPER

EisnerAmper is a career-focused, people-first professional services firm where collaboration, flexibility and growth are core to the employee experience. The culture emphasizes mentorship, inclusion, and innovation, empowering professionals at all levels to build meaningful, long-term careers. Employees benefit from flexible work arrangements, robust learning and leadership development programs, competitive benefits, and opportunities to engage in purpose-driven client work across diverse industries. EisnerAmper promotes well-being through wellness initiatives, generous time-off policies, and mental health resources, while fostering connection through firmwide events, community service, and employee resource groups. EisnerAmper’s commitment to professional excellence, coupled with a supportive and inclusive environment, drives strong engagement, retention and pride.

36. TRANSWESTERN

Transwestern’s high-performance environment attracts accomplished industry veterans as well as bright young professionals with different backgrounds, experiences and competencies. Working collaboratively teams draw upon diverse skill sets to uncover opportunities and advance clients’ business objectives, while continually innovating to meet tomorrow’s challenges. Transwestern has become a great place to work by fostering an environment of mutual respect where team members can succeed both personally and professionally. Transwestern offers group activities via its DEI program, that may include movies, discussion, charitable donations, holiday themed potlucks and games. The team gathers to donate time/service to local food banks and other organizations.

37. WEDBUSH

Driven by a dedication to relentless client service, Wedbush has grown for over 70 years through the commitment, expertise, and entrepreneurial spirit of its colleagues. The company fosters a culture built on excellence, integrity, innovation and partnership, where people are empowered to make an impact every day. Wedbush’s colleagues develop their careers through hands-on training, tuition support, and opportunities for internal mobility, while achievements are celebrated through programs like Presidents Club, Excellence Awards, Service Awards, and the Innovation Challenge. Collaboration weeks, cultural events, and employee resource group activities strengthen

connections, and WedbushCares gives colleagues meaningful ways to give back to the communities it serves.

38. HANSON BRIDGETT LLP

Hanson Bridgett is a California-based law firm where people genuinely enjoy working together. The firm has built a culture rooted in collaboration, respect, and a shared commitment to doing meaningful work for its clients and communities. The firm’s teams are supported not just in their roles, but as individuals — with flexibility, thoughtful benefits, and opportunities to grow. What sets the firm apart is how intentional the team members are about connection. From firmwide recognition programs and engagement initiatives to leadership accessibility and cross-office collaboration, they create space for people to feel seen, valued, and part of something bigger.

39. CITY OF HOPE LOS ANGELES

City of Hope, one of the nation’s largest and most advanced cancer research and treatment organizations, is a mission driven organization where purpose, compassion and innovation define the employee experience. United to make hope a reality for all touched by cancer and diabetes, employees are invested in work that transforms lives. City of Hope’s national system includes a Los Angeles campus, over 30 Southern California clinics, a new Orange County hospital, and hospitals and clinics in Atlanta, Chicago and Phoenix. A diverse workforce unites around shared mission, vision, values and behaviors.

40. CALL THE CAR

Call the Car fosters a culture where employees feel valued, supported and empowered to grow. Its mission-driven work, ensuring access to essential healthcare transportation, creates a strong sense of purpose across all roles. The company also invests in its people through structured training and development programs, including leadership development and continuous learning opportunities tailored to all learning styles. Call the Car offers competitive benefits, recognition through platforms like Nectar, and meaningful engagement initiatives led by the company’s “Culture Club.” Employees also appreciate the open-door leadership approach, consistent communication, and commitment to fairness and inclusion.

41. HILLCREST

Employees like working at Brethren Hillcrest Homes because the work is meaningful and relationship driven. Staff build long-term connections with residents and support them through different stages of aging, which creates a strong sense of purpose. The environment feels more like a community than a clinical setting, fostering teamwork and a supportive culture. Brethren Hillcrest Homes also offer job stability due to the growing senior population, along with diverse career paths across healthcare, dining and administration. Many employees find the work personally fulfilling, as they help residents maintain independence, dignity, and quality of life.



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Providing Our Clients with Technology Solutions and Services

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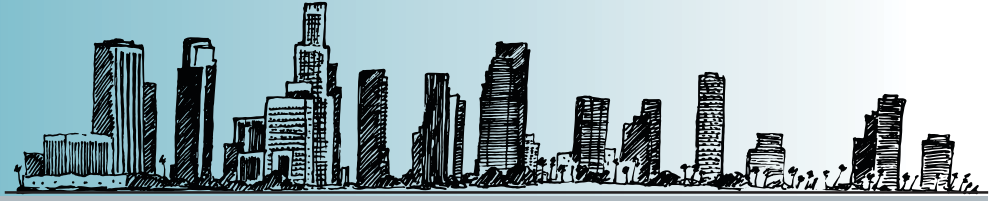
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LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2026



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



BAMKO

BAMKO is a high-energy community where a people-first philosophy drives every decision. The company's C-suite doesn't hide behind closed doors, and the team expects its newest hires to challenge the status quo from day one. BAMKO leadership believes the best work happens when people aren't burnt out. That's why the company leans into a remote work model, offer unlimited PTO, and is shut down early for Summer Fridays.

BAMKO doesn't just make space for work-life balance, it insists on it. The company invests in the person, not just the role. If an individual's passions shift, BAMKO helps them move internally to find a spot where they'll thrive. At BAMKO, leadership has built a culture where it's safe to take big risks, learn from the mistakes, and celebrate the wins together. The company likes to stats that, "We're not just hitting targets we're building a place where people actually want to show up."

To promote work-life balance during the warmer months, BAMKO offers 'Summer Fridays,' an early end-of-day every other Friday throughout the summer season. BAMKO also supports employee-led communities that foster connection beyond daily tasks, including its 'Women in Business' professional group, a monthly book club, and wellness initiatives designed to support shared interests.



BNBUILDERS, INC.

BNBUILDERS not only builds structures for clients – it also builds its team with talented, collaborative employees who share a strong cultural foundation. BNBuilders is a great place to work because leadership recognizes that its employees are its best asset and does its best to care for them.

BNBuilders 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 working alongside one another. The company's employees are empowered to push the boundaries of innovation, and BNBuilders aims to provide all the tools needed to make their jobs easier. The company actively invests in a training and development program

so that employees may continue to grow and develop their skills.

Each quarter, BNBuilders coordinates all-hands company meetings in each of its offices. In addition to providing updates on the company's performance, food, drink and activities such as shuffleboard tournaments are also provided. Each year, the regional offices host a themed party for employees and clients. Themes include Cinco De Mayo, St. Patrick's Day, and Oktoberfest.



VENSTAR

FOUNDED in 1992 by president and CEO Steve Dushane, Venstar began with the adage, "the harder we work, the luckier we get." An innovative thermostat and energy management system manufacturer, Venstar was built on the Golden Rule and Lithuanian immigrant values of ethics and good deeds.

A pioneer in the energy management market, Venstar's decades of success are credited to its team members — or "rock stars," as labeled by Dushane. Its employees are the center of its thriving culture, which operates on loyalty and mutual respect, as evidenced by Venstar's exceptional record of employee retention for nearly 35 years. Today, Venstar's unwavering commitment to team building continues to fuel its productivity, industry-leading products, growth and achievements as well as the employee comradery known as the "Venstar family." With both intrinsic and external team rewards, Venstar constantly finds new ways to be a great place to work.

Perks that employees love include Disneyland trips for employees and their families, including admission for three days, meals, lodging and other incidentals. Special events and team-building activities, such as an evening at the Magic Castle private magicians club as well as a VIP dinner on the Queen Mary with private concert by Don Felder from the Eagles, are other examples.

4. AUTOMUS CONSULTING, INC.

At Automus, the success is driven by its people, and they have built a culture centered on trust, flexibility and growth. The company hires exceptional talent and empowers employees to do their best work without micromanagement, supported by strong leadership, mentorship, and clear direction. What sets Automus apart is the opportunity to work at the forefront of innovation through its FAiS (AI Services) offerings. Employees gain hands-on experience helping clients adopt and scale AI solutions within Oracle Cloud, building valuable, future-focused skills. The company's fully remote model, flexible schedules, and unlimited PTO support true work-life balance.

5. BALACIANO GROUP

Balaciano Group is a people-first organiza-

tion grounded in meaningful work and lasting impact. The company develops, builds and manages apartment communities with a community-centric, resident-focused approach that improves neighborhoods – creating communities the residents are proud to call home. This purpose-driven work is a key reason employees are proud of what they do each day. The culture is welcoming and collaborative, with recognition built into daily life through birthdays, work anniversaries, team events, and company gatherings that bring people together. The company emphasizes employee well-being through wellness programs and thoughtful workplace amenities that support both physical and mental health.

6. MICHELMAN ROBINSON

Employees like working for Michelman Robinson for many reasons. Among the many examples are the monthly 'Treat Yourself' cart, a theme selected, sponsored by, and pushed around the office by a different partner and associate collab-team. The team also enjoys the annual holiday parties and the quarterly 'Come On Down' series of fun game show inspired office-wide competitions (Minute to Win It, Pictionary, Price is Right, etc.) with prizes. Also appreciated are the firm-wide email announcements for client wins, highlighting the involved team, and the email announcements for internal promotions.

7. MORLEY BUILDERS

Morley's commitment to excellence and people-first attitude set it apart. Morley has built many of the most recognizable buildings in Southern California during its 79-year history and is nationally ranked among ENR's Top 400 Contractors. Morley's culture encourages an entrepreneurial spirit. Morley is 100% employee-owned and this ownership creates a passion to be excellent in all that the company does. Morley continues to build an inclusive culture that fuels its innovation and connects it to client partners and the communities it serves. Outside of work, the team enjoys a variety of company and family activities.

8. LUMICITY LLC

At Lumicity, the team is dedicated to turning its clients into partners through providing world-class talent solutions within emerging technologies across the US. Employees are driven by their commitment to deliver proficient and talented experts who perfectly meet clients' requirements. Here Lumicity believes that teamwork fuels creativity, and competition fuels a strong performance. Achievements never go unnoticed, and employees are rewarded through monthly incentives to highlight and celebrate their wins. With clear pathways for growth and promotion, every team member has the opportunity to build a long-term career with Lumicity.

9. NOURMAND & ASSOCIATES

Nourmand & Associates is no stranger to the Best Companies to Work list – having appeared now for the eighth 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. D.LAW

Perhaps D.Law's best measure of its employee happiness is its turnover rate. The firm has little to no turnover and prides themselves in promoting an employee-centric culture that's conducive to good work. D.Law 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 D.Law's employees staying with them. The firm also provide industry-leading benefits packages to full-time employees including health, dental and vision benefits, paid vacation, paid holidays, 401K among other perks.

11. PARAMOUNT GLOBAL INC.

In 2026, Paramount Global are proudly celebrating 50 years of growth, innovation, and people-first leadership. What began as a small, entrepreneurial operation has evolved into a trusted packaging and supply chain partner without ever losing sight of the values that built its foundation. Respect, Integrity, Communication, and Excellence (R.I.C.E.) guide how the company leads, collaborates and cares for one another. The company intentionally invests in employee growth, wellbeing and connection to purpose through leadership development, meaningful recognition, flexible work models, and a culture that values every voice. Engagement is embedded in how team members listen, respond, and continuously improve.

**'Culture is not an initiative.
Culture is the enabler
of all initiatives.'**

LARRY SENN

12. DISQO

DISQO's success, and what makes it such a great place to work, starts with a high-performing, team-first culture built to win together. DISQO champions its customers, aims for outsized impact, and show up fully committed every day. Grounded in trust, curiosity, and startup grit, the company invests in its people through strong benefits, wellness support, and real growth opportunities—from offsites and all-hands to Hackathons and AI office hours where teams collaborate on real business challenges. The global teams feel heard, valued, and pushed to think bigger, with ideas turning into meaningful impact.

13. SIGNATURE TRAVEL NETWORK

Signature Travel Network is a great place to work because of its service-oriented culture, collaborative mindset, and shared sense of purpose.



HOPE BEGINS WITH THE PEOPLE WHO MAKE IT POSSIBLE

A team united by a singular focus: curing cancer.

Every breakthrough. Every patient victory. Every moment of hope begins with extraordinary people. At City of Hope, we work alongside many of the nation's leading cancer experts to advance research, redefine cancer treatment and create more victories for patients every day.

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Ending cancer starts with Hope

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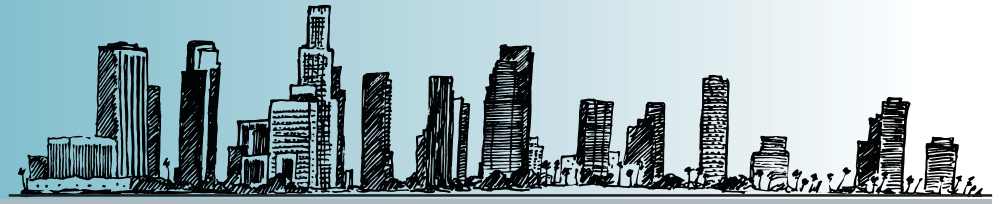
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As a member-owned cooperative, the focus is on serving the Network's travel agency members, preferred partners, and one another. Coworkers work across departments to deliver thoughtful support and meaningful solutions. The members are visionary travel agency owners and entrepreneurs, and the thousands of travel advisors in the network are business leaders who change lives through travel. At Signature, coworkers are trusted, empowered, and work together toward shared goals within a culture of service, teamwork and pride in the mission.

14. GREENBERG GLUSKER LLP

Greenberg Glusker is more than a team. It sees itself as a family and invests in activities and resources that make the 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.

15. GOLDEN STAR TECHNOLOGY INC.

Golden Star Technology Inc. is built on a 40-year legacy of investing in our people. The culture is grounded in "ABC" values—Accountability, Building Connections, and Character—which guide how the company supports, recognizes and grows the team. Employees thrive in an environment that prioritizes open communication, with regular town halls, leadership accessibility, and continuous feedback loops that drive real change. GST offers benefits that support personal and professional growth, including career development programs, certification reimbursement, community service PTO, and companywide events that strengthen connection and engagement. Structured recognition programs celebrate contributions at every level, while clear career pathways and mentorship opportunities empower long-term success.

16. KAWASAKI WEALTH AND INVESTMENT MANAGEMENT

During the financial crisis, brand-name financial institutions destroyed the trust and squandered the savings of millions of Americans. In 2010, it was clear to Ross Gerber and Danilo Kawasaki, industry veterans and long-time friends, that a new paradigm for wealth and investment management was needed. Based in Santa Monica, with over \$4 billion in assets under management and advisement, Gerber Kawasaki is an independent investment advisor committed to building long-standing relationships. Advisors at Gerber Kawasaki have a deep

understanding of many industries. Diversity is one of the firm's greatest strengths. Gerber Kawasaki understands that we must represent the communities we serve.

17. LAUREL EMPLOYMENT LAW

The story of Laurel and the people who work there is one rooted in a spirit of radical optimism. In a deeply cynical industry, Laurel stands apart in its foundational commitment to radical optimism. A tremendous growth story, Laurel launched in early 2024 with a unique tech-forward architecture and has quickly become world's fastest growing employment law firm. Two years in, that pace of growth shows no signs of slowing down. With growth comes opportunity -- the sorts of people who are drawn to Laurel are compelled by the sense of possibility.

18. WINDES

Celebrating its 100th Anniversary, Windes is proud of its corporate culture, training and development, compensation and benefits, and overall employee satisfaction. Windes management believes -- and has believed for the past 100 years -- that its people are, and always will be, its greatest asset. Their dedication, collaboration, and commitment to excellence continue to shape who Windes is as an organization and serve to drive the company's success. Among the many reasons why people are proud to work at Windes is the company's commitment to giving back. Each year, Windes coordinates and organizes an activity for all employees to participate in enriching the lives of others.

19. HEYTUTOR

HeyTutor is on a mission that matters: closing math and ELA learning gaps for K-12 students through high-dosage, in-person tutoring. Its employees show up knowing their work directly changes kids' lives, and that purpose fuels everything the team does. As a small, tight-knit company, HeyTutor offers an intimate culture where every voice is heard, cross-department collaboration is the norm, and growth opportunities are real. HeyTutor's people genuinely care about each other and the work, and that shows in how they celebrate together. Through fun activities like Secret Santa, a Halloween costume contest, a company book club, and more, remote and in-person employees are equally connected.

20. CYDCOR LLC

Cydcor is more than a great place to work. It's a place where people build meaningful careers and lasting connections. This year, the company surpassed a half-billion dollars in revenue and awarded \$6.2 million in tenure-based bonuses, grossed up so every team member kept every dollar. While many companies pulled back, Cydcor invested in its people, an unmistakable proof point of its culture of shared success. What truly sets Cydcor apart is the strength of relationships its people build over time, forming deep bonds that foster trust and collaboration. Cydcor invests in growth through individualized development plans, accessible leadership, and a culture rooted in connection and performance.

21. IDEAL LIVING

Ideal Living believes everyone has a right to pure water, clean air, and a solid foundation for wellness. For over 25 years, innovation has been the organization's mission: from purifying the air we breathe to removing microplastics from the water we drink. As the parent company of leading wellness brands AirDoctor and AquaTru, Ideal Living helps bring this mission to life daily. As a privately held, fast-growing company with a

'Being a great place to work is the difference between being a good company and a great company.'

BRIAN KRISTOFEK

passionate and diverse team, Ideal Living strives to make wellness-tech solutions accessible to everyone through a collaborative, respectful, and supportive workplace, and approaches its work with drive, purpose and passion while celebrating creativity, innovation, and teamwork.

22. HOWARD BUILDING CORPORATION

Howard Building Corporation (HBC) is a general contracting firm founded in 1983, servicing a broad spectrum of clients from its three Southern California offices. It is a 100% employee-owned company, and its diverse project teams are committed to exceptional client service. HBC built the company on the strength of its relationships and the success of its projects. An active and innovative employee culture has shaped the company's approach to employee ownership and ESG principles, including equity, inclusion and sustainability. HBC has made dramatic changes towards cultivating a more diverse and inclusive industry while creating strategies for continued improvement.

23. PRAGERU

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

24. FRANKFURT KURNIT KLEIN & SELZ PC

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 represents Fortune 500 companies, Academy Award-winning celebrities, leading marketing and advertising agencies, individual artists, partnerships, joint ventures, charitable organizations, law firms, and other businesses and individuals. The film, television, and game industry clients, for example, are interesting, creative people whose work often has a huge impact on culture. The firm is equally committed to supporting its attorneys and staff, creating an environment that provides a safe, comfortable place to work for people of all genders, races, religions and sexual orientations.

25. JEFFER MANGELS & MITCHELL, LLP

Jeffer Mangels & Mitchell LLP is a results-driven law firm with a relentless focus on client satisfaction, as well as its employees. The firm values mentorship, professional develop-

ment, 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 the attorneys and staff to bond and build fulfilling relationships, while learning how to be mindful and respectful to others. The firm offers a wide array of benefits so employees feel supported inside and outside of the workplace in their everyday lives.

26. PBS ENGINEERS

At PBS Engineers, being a great place to work is rooted in a clear alignment between its values, its people, and the work it does. PBS prioritizes a culture where individuals feel supported and empowered to grow—professionally and personally. The focus on open communication, leadership development, and meaningful work creates an environment where employees understand how their contributions make an impact. The team consistently shares that they value the sense of connection, trust and opportunity that exists across all levels of the company. Employees are encouraged to take ownership of their careers, collaborate across disciplines, and bring forward new ideas, knowing their voices are heard.

27. 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. NM-SCN believes that by investing in its employees' success and happiness, it creates a workplace where everyone can thrive and contribute their best work. The advisors and teams care deeply about each other and pour into each other's success and celebrate victories along the way.

28. TICKETMANAGER

TicketManager stands out because it has built a culture where people come first and performance follows. As a leader in sports and technology, TicketManager partners with top brands like Anheuser-Busch, Coca-Cola, and Verizon to deliver impactful live event experiences powered by the team. TicketManager's culture is rooted in autonomy, accountability, and high standards. The company hires driven individuals and gives them ownership and support to do meaningful work. The company believes in doing things the right way, and it shows in how the team collaborates and succeeds together. Through events, volunteer initiatives, and team gatherings, TicketManager creates energy and connections across the company.

29. GEARYS BEVERLY HILLS

GEARYS Beverly Hills is a great place to work largely because of its owner and CEO Thomas Blumenthal. Blumenthal is known for being fair, kind, compassionate and generous. He is also known to be approachable and easy to work with. His executive team reflects his vision and values. GEARYS is best described as a 'very charming' place to work. The company culture is appreciative, harmonious, collaborative and welcomes innovation. Management is caring and diligent in problem solving through open communication and implementing action plans to completion. Careful investment is made into employee success via one-on-one coaching and on-the-job training as well as promoting from within.

'There's no magic formula for great company culture. The key is just to treat your staff how you would like to be treated.'

RICHARD BRANSON

SERVE WITH HEART.
GROW WITH PURPOSE. STAY FOR IMPACT.

The Best Place to Work Is Built by the Best People.

Hillcrest is honored to be recognized by the *Los Angeles Business Journal* as one of the 2026 *Best Places to Work* in Los Angeles. At Hillcrest, our mission of serving older adults is supported by a strong, associate-centered culture rooted in respect, service and teamwork. As an organization dedicated to enhancing the lives of others, we recognize that our greatest asset is our associates. The compassion, professionalism and commitment they bring to work every day help create a community where residents thrive and associates find purpose in making a difference.

Our Hillcrest team not only creates a welcoming place for residents to call home; they create a community where connections grow and careers flourish. This recognition celebrates the associates who make Hillcrest the vibrant community it is. Thank you to our incredible team for making Hillcrest a truly award-winning workplace and a remarkable community.

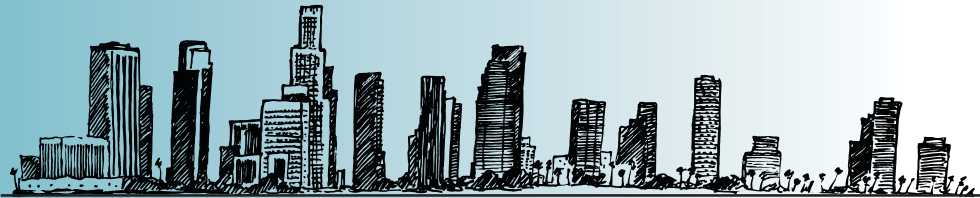
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30. AC MARTIN

At AC Martin, the culture is considered to be the company’s most valuable benefit—built over 120 years and rooted in family values. Team members 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 – the company’s “Pathway to Leadership” was developed in response to employee feedback, offering clarity for career growth. AC Martin thrives by building the future as a united team.

31. DOCMAGIC

DocMagic is a workplace where the company truly invests in its people...and believes having fun along the way matters. The company has built an engaging, upbeat culture through regular activities that bring employees together, encourage connection, and build a strong sense of belonging. Team members are frequently celebrated for their contributions through both peer to peer and leadership recognition, boosting morale, collaboration, and team spirit. DocMagic is deeply committed to professional growth, offering hands on internal training and support for external learning so employees can continue to grow and succeed.

32. STUBBS ALDERTON & MARKILES, LLP

Stubbs Alderton & Markiles, LLP is a law firm where the employees enjoy a wide array of perks and benefits. There are weekly catered lunches in the office every Monday, Wednesday, and Friday. Employees appreciate Game Night, Sports Jersey Day, Pinkberry Day and the annual Holiday Party. The firm throws wedding showers for its employees getting married, along with baby showers for those expecting a child. The firm also hosts new hire coffee gatherings for all new hires on their first day in the office. Stubbs Alderton & Markiles also highlights birthdays and anniversaries in its monthly newsletter.

33. L.A. LOMOD

L.A. LOMOD is a thriving teamwork-oriented non-profit for people who want to make a difference in the lives of the families and individuals who need affordable housing. L.A. LOMOD offers great employee health benefits, 401k benefits, competitive salary, 9/80 work schedule and the opportunity to work from home, full-time. L.A. LOMOD offers tools, training and management support to help employees succeed and grow in the organization. Each department communicates with the staff via Microsoft Teams on a daily basis. Each department gives a shoutout to their staff on birthdays, anniversaries, etc.

34. THE PORTOFINO HOTEL & MARINA

The Portofino Hotel & Marina as an organization is proud to foster a culture rooted in respect, collaboration, and growth. It strives to

create an environment where employees feel valued, supported and empowered to succeed. What makes it a great place to work is a strong commitment to its people, offering competitive benefits, opportunities for career advancement, and a strong focus on work-life balance. Employees enjoy a team-oriented atmosphere where their voices are heard and their contributions recognized. The Portofino prioritizes open communication, consistent leadership support, and meaningful recognition programs that celebrate both individual and team achievements.

35. HEALTH ADVOCATES NETWORK, INC.

Health Advocates Network believes that a thriving, motivated team translates into exceptional service for 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 employees. This includes conducting 30-60-90- day new hire check-ins. By addressing questions, challenges, and aspirations early on, Health Advocates Network integrates new hires seamlessly into its culture and fosters a sense of belonging from day one. The company also emphasizes work-life balance by encouraging employees to take PTO and giving employees flexibility to work remotely.

36. CANCER AND BLOOD SPECIALTY CLINIC

Cancer & Blood Specialty Clinic is a dynamic, physician-led oncology group built on

a patient-first philosophy and a culture rooted in collaboration, development and purpose. As one of the largest physician-owned groups of its kind, it is driven to ensure patients receive the care they need with urgency, compassion, and consistency. The clinic delivers advanced oncology care, clinical research, and academic collaboration directly within the communities it serves, bridging innovation and accessibility in everyday practice. Its teams work across locations to share knowledge, support one another, and generate ideas that fuel innovation, engagement, and organizational growth.

‘We believe that it’s really important to come up with core values that you can commit to. And by commit, we mean that you’re willing to hire and fire based on them.’

TONY HSIEH



PROUD TO BE RECOGNIZED
AS A BEST PLACE TO WORK
IN LOS ANGELES

TOGETHER WE
BUILD MORE

For over 90 years, Hirsch Pipe has been helping plumbing and HVAC professionals get more work done in a day.



Hirsch has it...

OUR MISSION REMAINS THE SAME:
Making employees' and customers' lives better, one experience at a time.

CANOGA PARK • COMMERCE • COVINA • GLENDALE • HOLLYWOOD • LAWNDAL E •
LONG BEACH • LOS ANGELES • MONROVIA • NORTH HOLLYWOOD • SANTA FE SPRINGS •
SANTA MONICA • THOUSAND OAKS • TORRANCE • VALENCIA • VAN NUYS

IDEAL LIVING

Proud to be named a 2026
Best Places to Work Company

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.



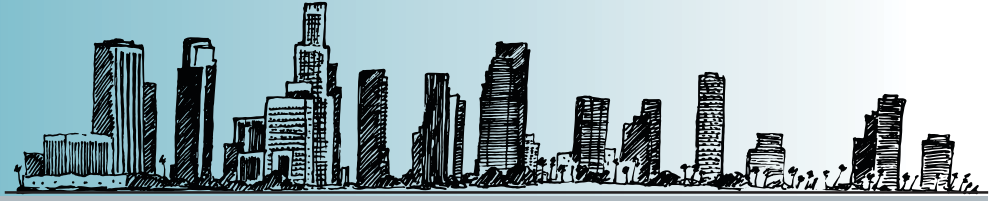
Our Brands: AirDoctor® AquaTru® Therabotronics®

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



BENEDICT CANYON EQUITY HOLDINGS

BENEDICT Canyon Equities has built a boutique real estate investment firm where talented professionals do their best work alongside people they respect. The firm pairs the rigor of institutional investing with the agility, transparency and accountability of a close-knit team. Colleagues stay because they're trusted with real ownership from day one.

The firm invests in growth through direct mentorship from senior leadership, cross-functional exposure across acquisitions, asset management, and capital markets, and a culture that rewards initiative over tenure. The firm takes the team on-site to its multifamily communities, pairing portfolio walk-throughs with group meals and local experiences. It turns the portfolio into something tangible and gives every function a shared stake in what the firm owns. From closing dinners to milestone happy hours, the firm's team marks wins together. Celebrating deals, promotions, and personal milestones keeps the team connected and reinforces that individual contributions matter.

Benedict Canyon Equity Holdings offers competitive compensation, meaningful performance incentives, comprehensive health and retirement benefits, and flexibility built around how adults actually work. What drives retention isn't a perks list — it's that people feel respected, challenged, and connected to a shared mission: acquiring and operating multifamily communities that create lasting value for residents, investors, and the team.

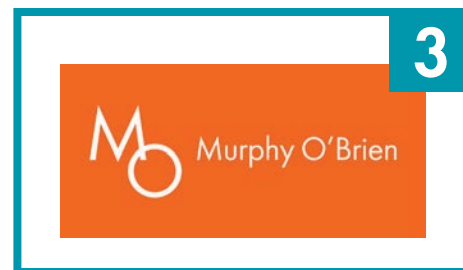


STRATEGIC VIEW ADVISORS

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 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.

To celebrate hitting a billion in AUM, the firm shut down and went to an afternoon at TopGolf. The firm rented multiple bays so everyone could play and had plenty of food and drinks on hand. Since SVA is a competitive bunch, it was a lively and fun afternoon! Every summer one of the partners opens his backyard to the team and their partners for a potluck BBQ. Team members bring their favorite dishes, and some are such a big hit they're requested year after year! It's a great way to meet team members' spouses and children.



MURPHY O'BRIEN

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. Its employees are considered its greatest asset, and leadership goes above and beyond to ensure they have what they need to succeed.

Murphy O'Brien offers game-changing perks and benefits recognized throughout the industry, and the agency prioritizes mental health with generous time off. The agency invests in the professional development of each team member and values mentorship and collaboration, while celebrating individuality and creativity. Murphy O'Brien emphasizes ongoing learning and a collegial, creative ecosystem that serves as a platform for professional growth. The team nominates its own employees for outstanding achievements in PR throughout the year and there are ongoing opportunities to win PR campaign awards for outstanding campaign efforts. The agency's MOBY Awards are a team-nominated, team-voted, outstanding performance award for all colleagues, given out monthly, resulting in an additional personal day off with in the month.

4. WESTMOUNT PARTNERS

Westmount is grounded in three core values: "Clients First, Going Further, and One Team." The company's 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 the company's culture committee, which is devoted to improving the office environment, and the continued implementation and review of our

benefits and employee programs. Westmount also sponsors numerous community service and volunteer opportunities throughout the year.

5. THE GOETZMAN GROUP

The Goetzman Group brings 27 years of professional consulting service excellence to its employees. Salaried, full-time employment with premium pay for hours worked over 40/week or 8/day are not uncommon, however, work life balance is key to the Goetzman Group's success. With the variety of engagements with its Fortune 500, diverse growing client base, and the goal of projects close to home, it is no surprise the Goetzman Group is a great place to land a career. Goetzman Group consultants enjoy extended time off between projects should they want to take advantage of a lengthy vacation — upwards of 8-10 weeks annually if one includes tenured accrual of four weeks per year along with six weeks of unpaid time off.

6. SMARTY

Smarty has built a workplace where flexibility and connection go hand in hand. It's nearly fully remote model, complemented by just one day in office, gives employees the independence to manage their lives while still fostering genuine team camaraderie. Weekly all-hands meetings ensure every voice is heard and every department stays aligned — transparency isn't a buzzword at Smarty, it's how the company operates. Pair that with comprehensive benefits including health, vision, and dental insurance, sponsored lunches, and offsite social events, and it's no surprise the turnover is remarkably low, with many team members proudly passing the ten-year mark.

7. GROBSTEIN TEEPLE LLP

Accounting is complex, but working with Grobstein Teeple LLP isn't. The firm provides the capabilities of a larger firm in a leaner format that's flexible, budget-friendly and puts customers first. To achieve this, the firm knows that its people are the heart of its success—an energetic team of CPAs and professionals with expertise ranging from auditing to fraud, business valuation to cybersecurity. Leadership believes that the best thing about the firm's culture is maintaining a work hard, play hard mentality, so it provides plenty of fun team-building activities to support that belief.

8. GISHSEIDEN

At gishSEIDEN, it is more than a job that is offered to employees— gishSEIDEN offers a supportive, family-oriented environment where people can thrive. The team works with a diverse and dynamic client base across multiple industries, providing meaningful challenges and opportunities for growth. gishSEIDEN is built on a culture of collaboration, integrity, and strong leadership, and is committed to delivering exceptional, professional service. Company leaders listen to team members and act on feedback so the workplace continues to evolve. gishSEIDEN invests in long term career growth through ongoing learning, mentorship, and clear paths for advancement, defining success not just by performance, but by progress.

9. RAMO

RAMO cultivates a collaborative atmosphere where teamwork and open communication are celebrated in day-to-day operations. Dedicated to the growth and development of its

employees, the RAMO leadership team believes it is important to never stop learning and growing. From offering regular training sessions with industry experts, Lunch & Learns, interactive workshops, access to industry conferences and more, the firm is always finding ways to sharpen its collective skillset while expanding its network. The firm has grown from two employees to more than 40 in two decades, serving marquee clients such as Imagine, Skydance, Boardwalk Pictures, Duplass Brothers Productions, J Riff Raff Entertainment, and Aggregate.

10. KANTOR & KANTOR, LLP

Kantor & Kantor is committed to creating a workplace where employees feel supported, valued, and empowered to grow. Leadership prioritizes transparency, open communication, and active listening, fostering a culture of trust and collaboration. Kantor & Kantor invests in its employees' long-term success through professional development opportunities, including paralegal training and financial assistance for those pursuing law school. These programs support career growth and advancement from within. Employee well-being is a priority. The firm offers competitive benefits and create opportunities for connection through firm events, team outings such as a day at Dodger Stadium, and celebrations that bring everyone together.

11. C&R PR

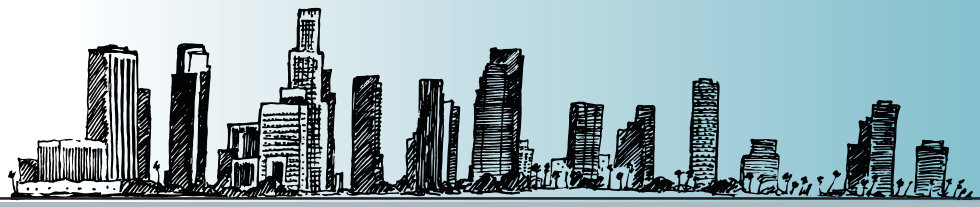
At C&R, people come first. While the firm focuses on delivering exceptional client service, it also prioritizes its employees' growth and well-being. C&R offers tailored training, goal tracking, and regular recognition, including unique awards like the Most Valuable Publicist (MVP) and Explorer of Excellence, an all-expenses paid trip, and more. The team thrives because of the collaborative environment and support the C&R team offers each other, making teamwork a core part of the firm's success and culture. Collaboration is encouraged across all levels, and perks such as flexible hours, generous vacation, and remote work options boost satisfaction.

12. ELEVEN RECRUITING

Headquartered in Los Angeles but operating nationally, Eleven Recruiting is a specialized staffing and recruiting firm built on one powerful idea: when people thrive, business thrives. What makes Eleven Recruiting a great place to work is its human-centric culture — one

'When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.'

SIMON SINEK



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rooted in genuine connection and excellence. Employees love working at Eleven because they're empowered to lead, learn, and make an impact through mentorship, collaboration, and professional development training. With transparent leadership, a flexible hybrid work schedule, and weekly shared wins, Eleven creates an environment where ambition and empathy coexist. The company maintains engagement by treating culture as a living system, not a slogan.

13. UNIVERSAL METRO

Universal Metro believes its core values are the foundation of its business. For over 44 years, the company has built its team around these principles. The mission to lead the flooring industry by delivering the right solutions begins with the people who drive Universal Metro's success—those who sell, estimate, coordinate and manage each project. More than simply providing a service, the team delivers tailored solutions for Universal Metro's partners with consistently high quality. Because it believes hiring the right people is as important as equipping them with the tools they need to succeed, Universal Metro invests in team-building initiatives such as outings, appreciation events, and profit-sharing programs.

14. MONTAGE INSURANCE SOLUTIONS

Montage Insurance Solutions recently completed a company-wide assessment on culture and trust factor by its employees, via a third party assessment group. Mintage's employees gave the firm top marls and its culture was rated a 143 out of 140, smashing the excellence ceiling. The company's leadership protects the team with all its energy. A wellness committee plans fun events for the firm with a monthly calendar of activities, such as creating flower arrangements for Mother's Day. Employees' children and grandchildren are welcomed in the office and love to come to Montage. The firm has its own kid's room full of activities and games for daycare or even "after-day care."

15. NORTHWESTERN MUTUAL LOS ANGELES

For years, Northwestern Mutual Los Angeles has helped families and businesses across Los Angeles reach their financial goals. The firm'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 love the firm's array of perks and fun activities such as the end of year white elephant gift exchange; the "Community, Culture, and Cuisine" event (a multicultural feast); and regular team happy hours. The recruiting team's mission is to build a firm that is reflective of the diverse market the firm serves.

16. MATA CONSTRUCTION

Mata Construction is well positioned to recruit and retain a diverse workforce because diversity is already a strong part of the company culture, with 90% of the employees represented by minorities or women. Mata recruits through trade associations, workforce development programs, community organizations, apprenticeship and veteran programs, and local schools to reach qualified candidates from a wide range of backgrounds. To retain this workforce, Mata fosters a respectful, team-oriented culture supported by training, mentorship, advancement opportunities, and

competitive compensation. Mata believes a diverse team strengthens collaboration, problem-solving, and project outcomes.

17. HEDMAN PARTNERS LLP

Hedman Partners fosters a caring, collaborative culture where people love coming to work. Hedman prioritizes work-life balance and its team supports each other through busy times, offering unique perks like twice-weekly catered lunches, fun events—bowling, bocce, wine tasting, cornhole tournaments—and memorable holiday parties. Hedman's commitment to employee growth means team members have real opportunities to develop and advance their careers. An open, supportive environment—where feedback is valued and everyone's contributions matter—drives Hedman's high retention and engagement. Employees report that they appreciate not just the perks, but the genuine sense of belonging and purpose they find at Hedman Partners.

18. PLUG

Plug is an online marketplace for electric vehicles, built and headquartered in Los Angeles. Founded by former Tesla executives, Plug brings together deep technical and operational expertise under one roof. From the CEO down, every leader uses AI daily as a core operating principle. That shapes the culture, the product, and who Plug hires. LA has the builders for such a platform: engineers, operators, and problem-solvers who know how to build hard, physical-world systems. Plug is where they land when they're ready to work at the speed of what's actually possible.

19. SAGIENT

Sagient is a full-service financial services company, offering wealth management solutions, insurance, and more. The company's team takes pride in getting to know Sagient's clients deeply, so each team member can provide personally tailored financial guidance and bring financial peace of mind to individuals, businesses, and families. Sagient values relationships over transactions, and it extends this belief to its employees as well. Sagient takes time to get to know its team on an individual level, helping them best succeed by offering support and resources necessary. The company likes to celebrate wins too – hosting awards ceremonies, catered lunches, sports-viewing outings, and holiday parties.

20. STRUCTURAL FOCUS, INC.

Integrity is the foundation of Structural Focus and the firm is highly respected in its industry. Structural Focus supports and encourages career growth and leadership by covering 100% of the costs for professional and community involvement. The firm offers generous benefits and flexible individualized work schedules with a focus on work life balance. The leadership team believes in promoting from within and providing equal opportunities to contribute through internal committees and a robust mentoring program. With a diverse workforce, the firm empowers everyone to explore their interests and unique strengths, ensuring no one is pigeonholed.

21. PEGNATO ROOF INTELLIGENCE NETWORK

Pegnato Roof Intelligence Network is changing the commercial roofing industry through technological innovation, ingenuity, and the dedication of its people. The company is now the 70th largest roofing company in the US, and it does not own a truck or a ladder. Its people are the engine, and they work through

a digital platform connecting clients with best-in-class contractors and manufacturers to manage their roof portfolios for the lowest total cost of ownership. The company celebrates its people and the events in their lives. It trains and promotes from within, and with 30% year over year growth, there is opportunity for all.

22. DRINKS

DRINKS is the leading AI-powered SaaS platform revolutionizing the \$285 billion US alcohol market. DRINKS has built a culture as innovative as its technology. Team members play a direct role in reshaping how alcohol is sold across the country, from powering Fortune 500 retailers to helping hundreds of wineries streamline compliance. DRINKS' culture is rooted in trust, autonomy, and cross-functional collaboration. Employees celebrate each other through an Employee of the Month program, and they value working alongside visionary leaders. DRINKS also retains top talent by promoting from within, giving employees platforms to become industry voices, and fostering continuous innovation, including DRINKS' patented AI personalization engine.

23. CITYVIEW

Cityview values creating a workplace that invests in its team. Leadership works to keep the team engaged through career growth opportunities, health and wellness initiatives, and company-wide events. Employee career development includes regular access to the senior management team and its respective knowledge and

mentorship. Cityview also reimburses employees for continuing education related to their position. It also strives to create a healthy workplace for employees through its health and wellness program, which includes monthly events like a smoothie bar, chair massages, and paint night. Employees are encouraged to stay healthy with company-branded activewear including The North Face outerwear and Nike gym bags.

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LARGE COMPANIES (250 or more US employees)							
Rank	Company	Industry	Website	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	Construction	claycorp.com	4038	Anthony Johnson, CEO	46	Ryan McGuire, President, Construction Group and Shareholder
2	Roth Staffing Companies	Staffing	rothstaffing.com	525	Adam Roth, CEO	52	George Pentaris, Market Vice President
3	HKS Architects, Inc.	Architecture	hksinc.com	1768	Heath May, CEO	101	Scott Hunter, LA Office Director
4	Shawmut Design and Construction	Construction	shawmut.com	1500	Les Hiscoe, CEO	75	Greg Skalaski, Executive Vice President, West Region
5	Cresa	Real Estate/Renting/Leasing	cresa.com	1283	Tod Lickerman, Chief Executive Office	69	Lawson Martin, Executive Managing Principal
6	Clune Construction	Construction	clunegc.com	1088	David Hall, CEO	154	Randy Starbird, Managing Director
7	McCarthy Building Companies, Inc.	Construction	McCarthy.com	8497	Ray Sedey, CEO	178	Mike Myers, CEO, SoPac Region
8	Alston & Bird	Legal	alston.com	1698	Richard Hays, Firm Managing Partner	150	Jeffrey Rosenfeld, Partner in Charge, Los Angeles & Century City offices
9	CannonDesign	Architecture	cannondesign.com	1463	Bradley Lukanic, CEO	105	Brandon Dekker, Executive Director, West Region
10	C.W. Driver Companies	Construction	cwdriver.com	356	Dana Roberts, Chairman/Chief Executive Officer	96	Dana Roberts, Chairman/Chief Executive Officer
11	Ryan, LLC	Corporate Tax Advisory Services	ryan.com	3302	G. Brint Ryan, Chief Executive Officer	48	Mark Nachbar, Principal, National Tax
12	Performance Contracting, Inc.	Construction	performancecontracting.com	11857	Jason Hendricks, President	126	Trevor Lykins, General Manager
13	Whittier Trust Company	Finance	whittiertrust.com	261	David Dahl, CEO - President	129	David Dahl, CEO - President
14	The PENTA Building Group	Construction	pentabldggroup.com	445	John Cannito, President & CEO	124	Paul Dutmer, Vice President, Southern California
15	Snell & Wilmer	Legal	swlaw.com	1075	Barbara Dawson, Firm Chair	33	Joshua Schneiderman, Partner
16	Polsinelli	Legal	polsinelli.com	2046	Chase Simmons, Chairman & Chief Executive Officer	124	Arthel / Noel McDaniel / Cohen, Co-Managing Partners
17	True Anomaly	Defense Technology	trueanomaly.space	288	Even Rogers, CEO and Cofounder	61	Mark Seidel, CFO
18	West Monroe	Consulting	westmonroe.com	1749	Gil Mermelstein, CEO	82	Jordan Stern, Senior Partner, Los Angeles Office Lead
19	HOK	Architecture	hok.com	1363	Albert Kaneshiro, Senior Regional Practice Leader	82	Albert Kaneshiro, Senior Regional Practice Leader
20	The Baldwin Group	Insurance (non-healthcare)	baldwin.com	4988	John Pollock, Regional President, West Region	16	John Pollock, Regional President, West Region
21	PCCP, LLC	Real Estate/Renting/Leasing	pccpllc.com	348	Bill Lindsay, Founding & Senior Managing Partner	88	Bill Lindsay, Founding & Senior Managing Partner
22	IMA, Inc.	Insurance (healthcare)	imacorp.com	2879	Robert Cohen, Chairman & CEO	218	Steve Brockmeyer, President, West Region
23	Perkins Coie LLP	Legal	perkinscoie.com	2210	William Malley, Managing Partner	102	George Colindres, Los Angeles Office Managing Partner
24	HITT Contracting	Construction	hitt.com	2339	Kim Roy, CEO	82	Kavan Ranasinghe, Vice President
25	Decron Properties	Real Estate/Renting/Leasing	decron.com	286	David Nagel, CEO	151	David Nagel, CEO



LARGE COMPANIES (250 or more US employees)

Rank	Company	Industry	Website	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	Buchalter	Legal	buchalter.com	1050	Adam Bass, Chief Executive Officer	287	Adam Bass, Chief Executive Officer
27	HED	Architecture	hed.co	459	Tania Van Herle, Principal CEO	91	Tania Van Herle, Principal CEO
28	RSM US LLP	Accounting	rsmus.com	271	Brian Becker, Partner, CEO	271	Tasos Yiangou, Program Ranking
29	Swinerton Builders	Construction	swinerton.com	4500	Dave Callis, CEO	270	Bobby Jennings, Vice President and Division Manager
30	HNTB Corp	Engineering	hntb.com	6972	Rob Slimp, CEO	271	Jeff Watson, President, West Division
31	Belkin International, Inc.	Technology	belkin.com	386	Steven Malony, CEO	277	Steven Malony, CEO
32	Horizon Media	Advertising/Marketing/PR	horizonmedia.com	262	Bill Koenigsberg, CEO & Founder	262	Karen Hunt, President, West Coast Region
33	Hirsch Pipe & Supply	Wholesale Distribution - Plumbing and HVAC	hirsch.com	456	Bill Glockner, President and CEO	234	Bill Glockner, President and CEO



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LARGE COMPANIES (250 or more US employees)							
Rank	Company	Industry	Website	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
34	Centerfield	Technology	centerfield.com	400	Kris Barton, CEO	181	
35	EisnerAmper	Accounting	eisneramper.com	4437	Charles Weinstein, CEO	85	Paren Knadjian, Partner-in-Charge of Los Angeles and Partner Transaction Advisory
36	Transwestern	Real Estate/Renting/Leasing	transwestern.com	2200	Larry Heard, Chief Executive Officer	48	Perry Degulis, Executive Managing Director
37	Wedbush	Finance	wedbush.com	772	Gary Wedbush, President & CEO	296	Gary Wedbush, President & CEO
38	Hanson Bridgett LLP	Legal	hansonbridgett.com	397	Kristina Lawson, Managing Partner	68	Raffi Zerounian, Partner and LA Market Leader
39	City of Hope Los Angeles	Healthcare Provider/Social Care	cityofhope.org	7122	Marcel van den Brink, President City of Hope Los Angeles and National Medical Center & Chief Physician Executive	7122	Marcel van den Brink, President City of Hope Los Angeles and National Medical Center & Chief Physician Executive
40	Call the Car	Healthcare Provider/Social Care	callthecar.com	258	Michael Fell, Chief Operating Officer	258	Jessica Prather, Chief Financial Officer
41	Hillcrest	Continuing Care Retirement Community	livingathillcrest.org	275	Joel Brouwer, CFO	227	Joel Brouwer, CFO



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MEDIUM COMPANIES (50 - 249 US employees)

Rank	Company	Industry	Website	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	BAMKO	Advertising/Marketing/PR	bamko.net	110	Jake Himmelstein, President	54	Jake Himmelstein, President
2	BNBuilders, Inc.	Construction	bnbuilders.com	68	Brad Bastian, Principal	68	Brian Dague, Regional Business Leader
3	Venstar	Technology	venstar.com	63	Steve Dushane, CEO	63	Steve Dushane, CEO
4	Automus Consulting, Inc.	Consulting	automus.com	90	David Binkley, CEO & Founder	90	David Binkley, CEO & Founder
5	Balaciano Group	Real Estate/Renting/Leasing	balaciano.com	68	Shawn Evenhaim, Chief Executive Officer	68	Shawn Evenhaim, Chief Executive Officer
6	Michelman Robinson	Legal	mrlp.com	111	Sanford Michelman, Co-Founding Partner	59	Lara Shortz, Office Managing Partner
7	Morley Builders	Construction	morleybuilders.com	149	Ryan Hupf, President	149	Ryan Hupf, President
8	Lumicity LLC	Staffing	lumicity.io	122		43	
9	Nourmand & Associates	Real Estate/Renting/Leasing	nourmand.com	206	Michael Nourmand, President	206	Michael Nourmand, President
10	D.Law	Legal	d.law	172	Emil Davtyan, Founder & Managing Attorney	172	,
11	Paramount Global Inc.	Transportation/Distribution	paramountglobal.com	92	Jay Gample, President	92	Jay Gample, President
12	DISQO	Technology	disqo.com	175		60	
13	Signature Travel Network	Business Services	signaturetravelnetwork.com	96	Alex Sharpe, CEO	96	Alex Sharpe, CEO
14	Greenberg Glusker LLP	Legal	greenbergglusker.com	211	Bob Baradaran, Managing Partner	211	Bob Baradaran, Managing Partner
15	Golden Star Technology Inc.	Telecommunications	gstinc.com	181	Yueh Chin Hsu Wang, Owner, President	149	Yueh Chin Hsu Wang, Owner, President
16	Gerber Kawasaki Wealth and Investment Management	Finance	gerberkawasaki.com	60	Ross Gerber, Highest Ranking	60	Ross Gerber, Program Ranking
17	Laurel Employment Law	Legal	laurelemploymentlaw.com	84	Joshua White, CEO	53	Joshua White, CEO
18	Windes	Accounting	windes.com	209	Sean McFerson, Managing Partner	80	Sean McFerson, Managing Partner
19	HeyTutor	Education Services	heytutor.com	69		69	
20	Cydcor LLC	Business Services	cydcor.com	156	Vera Quinn, President & CEO	156	Vera Quinn, President & CEO

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21	Ideal Living	Consumer products	idealliving.com	106	Peter Spiegel, Founder & Co-CEO	106	Peter Spiegel, Founder & Co-CEO
22	Howard Building Corporation	Construction	howardbuilding.com	165	Mark Fuller, CEO	43	Mark Fuller, CEO
23	PragerU	Non-Profit	prageru.com	185	Marissa Streit, CEO	185	Marissa Streit, CEO
24	Frankfurt Kurnit Klein & Selz PC	Legal	fkks.com	169	Jeffrey Greenbaum, Managing Partner	37	
25	Jeffer Mangels & Mitchell, LLP	Legal	jeffer.com	205	Bruce Jeffer, Managing Partner	154	Bruce Jeffer, Managing Partner
26	PBS Engineers	Engineering	pbsengineers.com	110	Kunal Shah, President/CEO	89	Kunal Shah, President/CEO
27	Northwestern Mutual-West LA	Finance	northwesternmutual.com	115	Juan Baron, Managing Partner	115	Juan Baron, Managing Partner
28	TicketManager	Technology	ticketmanager.com	85	Tony Knopp, CEO	29	Tony Knopp, CEO

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Rank	Company	Industry	Website	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
29	GEARYS Beverly Hills	Retail	gearys.com	108	Thomas J. Blumenthal, CEO/ Owner	108	Thomas J. Blumenthal, CEO/ Owner
30	AC Martin	Architecture	acmartin.com	141	Tom Hsieh, President and CEO	141	Tom Hsieh, President and CEO
31	DocMagic	Technology	docmagic.com	142	Patrick Theodora, CEO	125	Patrick Theodora, CEO
32	Stubbs Alderton & Markiles, LLP	Legal	stubbsalderton.com	57	Peter Saari, Chief Executive Officer	57	Peter Saari, Chief Executive Officer
33	LA LOMOD	Non-Profit	lomod.org	63	Connie Loyola, President/Director	63	
34	The Portofino Hotel & Marina	Hospitality/Restaurants	hotelportofino.com	124		124	
35	Health Advocates Network, Inc.	Staffing	hanstaff.com	112	Kevin Little, Chief Executive Officer	20	Paul Mwangi, President
36	Cancer and Blood Specialty Clinic	Healthcare Provider/Social Care	cbsclinic.com	140	Merrill Shum, Oncologist/Hematologist	79	Ann Ke, CFO/COO

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SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Industry	Website	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	Benedict Canyon Equity Holdings	Real Estate/Renting/Leasing	bceproperties.com	20	Nick Matus, CEO/COO	20	Nick Matus, CEO/COO
2	Strategic View Advisors	Finance	strategicviewadvisors.com	26	Edward Moyzes, CEO	26	Edward Moyzes, CEO
3	Murphy O'Brien	Advertising/Marketing/PR	murphyobrien.com	32	Karen Murphy-O'Brien, Founder/CEO	15	Allyson Renner, President
4	Westmount Partners	Finance	westmount.com	38	Jim Berliner, Partner & Chairman	38	Jim Berliner, Partner & Chairman
5	The Goetzman Group	Consulting	goetzmangroup.com	42	Greg Goetzman, CEO & Founder	42	Greg Goetzman, CEO & Founder
6	Smarty	Retail	joinsmarty.com	19	Vipin Porwal, CEO	19	Vipin Porwal, CEO
7	Grobstein Teeple LLP	Accounting	gtllp.com	40	Howard Grobstein, Managing Partner	32	Howard Grobstein, Managing Partner
8	gishSEIDEN	Accounting	gishseiden.com	47	Maureen O'Gara, Managing Partner	47	Maureen O'Gara, Managing Partner

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SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Industry	Website	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	RAMO	Legal	ramolaw.com	43	Elsa Ramo, Founder & Managing Partner	41	Elsa Ramo, Founder & Managing Partner
10	Kantor & Kantor, LLP	Legal	kantorlaw.net	42	Andrew Kantor, Senior Partner	42	Andrew Kantor, Senior Partner
11	C&R PR	Advertising/Marketing/PR	candrpr.com	32	Spencer Castillo, Co-Founder	21	Pieter Ruig, Co-Founder
12	Eleven Recruiting	Staffing	elevenrecruiting.com	20	Michael Chiang, CEO	20	Michael Chiang, CEO
13	Universal Metro	Construction	universalmetro.com	46	David Triepke, CEO	37	Sheila Kennedy, President
14	Montage Insurance Solutions	Insurance (healthcare)	montageinsurance.com	26	Danone Simpson, CEO	26	Danone Simpson, CEO
15	Northwestern Mutual L.A.	Finance	northwesternmutual.com	46	James Verzino, Managing Partner	46	James Verzino, Managing Partner
16	Mata Construction	Construction	mataconstruction.com	35	Nickolas (Nick) Mata, CEO	35	Nickolas (Nick) Mata, CEO

A photograph of three construction workers in profile, facing right. They are wearing black hard hats and high-visibility orange safety vests with reflective white stripes. The worker in the foreground is a woman with dark hair, wearing a large hoop earring, and is holding a black tablet. The worker in the middle is a woman with long brown hair. The worker in the background is a man. The background is a blurred construction site.

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SMALL COMPANIES (15 - 49 US employees)							
Rank	Company	Industry	Website	Total # of US employees (full and part time)	Top Executive, Title	Total # of LA employees (full and part time)	Top Executive in LA, Title
17	Hedman Partners LLP	Accounting	hpllp.com	30	Calvin Hedman, Highest Ranking	30	Calvin Hedman, Program Ranking
18	Plug	Transportation/Distribution	plugmotors.com	26	Jimmy Douglas, CEO	26	Jimmy Douglas, CEO
19	Sagient	Finance	sagientfs.com	23	Paul Karlitz, Chief Executive Officer	23	Paul Karlitz, Chief Executive Officer
20	Structural Focus, Inc.	Engineering	structuralfocus.com	22	Russell Kehl, Principal & President	22	Russell Kehl, Principal & President
21	Pegnato Roof Intelligence Network	Consulting	pegnato.com	21	Maryella Pegnato, Co-CEO	19	Bill Pegnato, Co-CEO
22	DRINKS	Technology	drinks.com	38	Zac Brandenburg, CEO	22	Zac Brandenburg, CEO
23	Cityview	Real Estate/Renting/Leasing	cityview.com	30	Sean Burton, CEO	30	Sean Burton, CEO

Decron is honored to be recognized for Best Places to Work in Los Angeles.

Thank you to all our employees for making Decron a great place to work! Together we are Decron Strong!

INTEGRITY

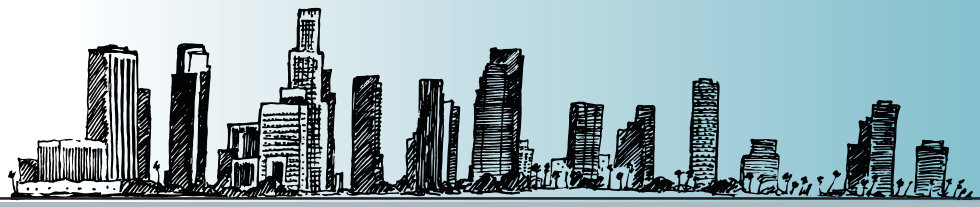
COMMUNITY

JOY

PRIDE

PERSONAL RESPONSIBILITY

CONTINUOUS GROWTH



Building a Limitless Workplace

What the best employers are doing differently to attract talent, strengthen culture, and drive business performance

Every year, the Los Angeles Business Journal recognizes organizations that have earned the distinction of being among the region's Best Places to Work. While every organization has its own story, the highest-performing employers share one defining characteristic: they intentionally invest in creating workplaces where people can thrive. Southern California employers are navigating rising healthcare costs, evolving workforce expectations, rapid advances in technology, and an increasingly competitive talent market. The organizations succeeding in this environment understand that building a great workplace is no longer about offering a competitive benefits package alone. It requires a connected strategy that brings together leadership, culture, wellbeing, communication, technology, and employee experience.

The workplace has changed more in the past five years than it did in the previous twenty. Employees expect flexibility, purpose, opportunities for growth, and personalized experiences.



'The best workplaces aren't built around benefits. They're built around people.'

Employers are balancing those expectations while maintaining productivity and managing costs. The companies recognized as exceptional workplaces are proving that investing in people remains one of the strongest drivers of long-term business success.

At Marsh McLennan Agency, we call this a Limitless Workplace: an organization that empowers people to succeed through thoughtful leadership, meaningful benefits, modern technology, and a culture built on trust. While every employer's journey is unique, the most successful



organizations consistently demonstrate five characteristics.

1. THEY DESIGN BENEFITS AROUND PEOPLE

Today's employees expect benefits that support every stage of life, including physical health, mental wellbeing, financial security, family care, and retirement readiness. Leading employers design benefits around the employee experience rather than simply managing plans. When people feel supported, engagement, retention, and productivity improve.

2. THEY USE TECHNOLOGY TO SIMPLIFY WORK

Technology should remove friction, not create it. Best-in-class organizations leverage HR technology, data analytics, AI-enabled decision support, and personalized communications to make benefits easier to understand and everyday

interactions more intuitive.

3. THEY BUILD CULTURES THAT LISTEN

Strong cultures are built through consistent listening. Employee feedback, leadership development, transparent communication, and empowered managers help create trust and strengthen engagement. Culture is not what an organization says about itself; it is what employees experience every day.

4. THEY INVEST IN WELLBEING

Wellbeing is no longer a standalone initiative. It is a business strategy. Organizations that support mental health, financial wellness, flexibility, and preventive care often experience stronger performance, lower turnover, and healthier teams.

5. THEY CONNECT STRATEGY

The best employers connect benefits, retirement, compliance, communication, analytics, wellbeing, and HR technology into one workforce strategy. This integrated approach enables better decisions and a more consistent employee experience while supporting long-term organizational success.

BUILDING WHAT'S NEXT

Recognition as a Best Place to Work is earned through intentional leadership and a commitment to investing in people. Every organization has the opportunity to become a limitless workplace by aligning workforce strategy with business strategy. At Marsh McLennan Agency, we partner with employers to help create workplaces where employees thrive, leaders make informed decisions, and organizations are positioned for long-term success. Because when people thrive, business thrives.

This article was provided by Marsh McLennan Agency. Learn more at MarshMMA.com.

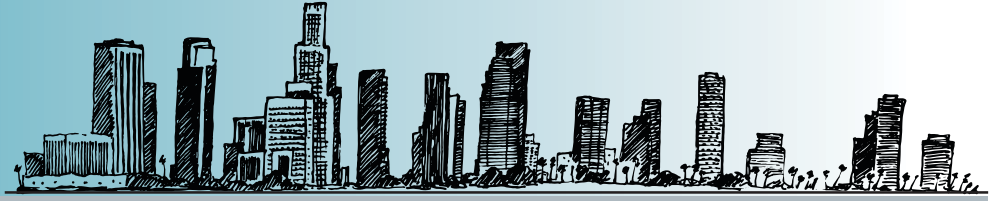
THE LIMITLESS WORKPLACE CHECKLIST

- ✓ Benefits Strategy
- ✓ HR Technology
- ✓ Employee Communications
- ✓ Wellbeing
- ✓ Analytics
- ✓ Compliance
- ✓ Retirement Readiness
- ✓ Leadership Development

LOS ANGELES BUSINESS JOURNAL

BEST

Places to Work 2026



A Law Firm that Doubles Down on Culture

For the second year running, D.Law has landed on the Los Angeles Business Journal's Best Places to Work list. It's the employment law firm's third time earning the honor overall, dating back to its first appearance on the list in 2023—and the consistency is no accident.

Unlike awards based on nominations or PR submissions, the LABJ's list is built entirely from confidential surveys completed by the people who work at each company, covering management, benefits, engagement, and day-to-day culture. Those responses are what determine the scoring and the final rankings. Making the cut once says something. Making it three times, with two of those wins back-to-back, says the culture isn't tied to any one moment — it's how the firm consistently operates.

"We don't build culture for awards season," said Emil Davtyan, Founder and Managing Attorney at D.Law. "We build it because it's the only way to run a firm we're proud of. The fact that our own people keep telling outside evaluators the same thing, year after year, is the part that means the most to me."

The LABJ honor lands alongside two other recent distinctions for the firm: a second consecutive appearance on Inc. Magazine's Best Workplaces list, and recognition among the LA Times' Top Law Firms. Three separate organizations, three separate methodologies, one consistent result — which is exactly the kind of pattern D.Law's leadership says it set out to build.

Now operating with 200+ employees across 16 offices statewide, D.Law has scaled without losing the parts of its culture that got it recognized in the first place. The firm points to its NextGen Academy — which brings high school and college students into hands-on internships and mentorship. Ongoing wellness programming and an increasingly public-facing look at internal culture through channels like its "Life at D.Law" social presence are proof that growth and culture aren't competing priorities.

"It would be easy to let culture slide while you're opening new offices and hiring consistently," Davtyan said. "Instead, our team has doubled down. This recognition, back-to-back, pushes us to keep raising the bar rather than resting on it."

Outside the office, D.Law's attorneys continue representing employees throughout California in wage and hour disputes, wrongful termination, harassment, and discrimination cases. Leadership frames the firm's internal culture as an extension of that same mission: if the firm expects fairness and accountability from employers on behalf of its clients, it should hold itself to the same bar internally.

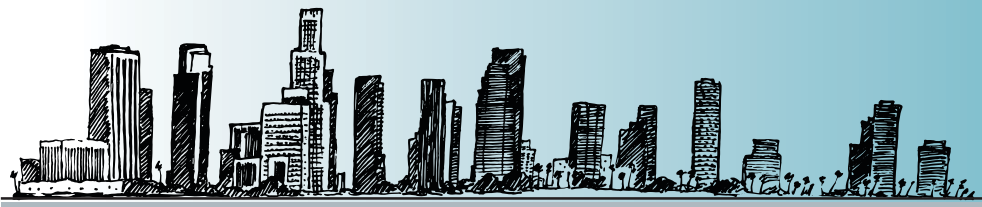
With this year's recognition in hand, D.Law says the focus now shifts to keeping the streak going — not just on award lists, but in the day-to-day experience that produces them.

Learn more at www.D.Law.



'It would be easy to let culture slide while you're opening new offices and hiring consistently. Instead, our team has doubled down. This recognition, back-to-back, pushes us to keep raising the bar rather than resting on it.'

EMIL DAVTYAN
D.Law



Areas of Focus for Leadership Education Continue to Evolve

By DAVID WILSON

In 2026, graduate business education is undergoing one of its most significant transformations in decades. Nowhere is this shift more visible than in Southern California, where universities are closely aligned with industries like technology, entertainment, healthcare, and sustainability. As a result, MBA and specialized business master's students are focusing less on traditional theory and more on real-world, future-facing skills that match a rapidly evolving economy.

AI AND DATA FLUENCY BECOME CORE, NOT ELECTIVE

Perhaps the most defining shift is the integration of artificial intelligence into nearly every aspect of business education. What was once a niche concentration is now a foundational requirement. MBA students are learning not just how to use AI tools, but how to evaluate their outputs, manage risks, and apply them strategically across functions like marketing, finance, and operations.

In Southern California, this trend is especially pronounced given the region's proximity to

major tech hubs and startups. Business students at schools like those in Los Angeles and Orange County are increasingly collaborating with tech companies on projects involving machine learning, automation, and data-driven decision-making. The emphasis is clear: tomorrow's business leaders must be as comfortable interpreting algorithms as they are reading balance sheets.

A SHIFT TOWARD SPECIALIZED, SKILL-BASED LEARNING

Another major change is the move away from generalist MBA programs toward specialized degrees and concentrations. Students are prioritizing programs that offer targeted expertise in areas like fintech, supply chain management, healthcare administration, and entertainment business.

This reflects broader market demand. Employers are increasingly valuing specific, job-ready skills over broad managerial knowledge, and students are responding accordingly.

Southern California's economy reinforces this trend. With Hollywood, Silicon Beach, and a booming healthcare sector, students are tailoring their studies to industries where they

can immediately apply their knowledge. It's not uncommon for graduate business students to pursue hybrid paths—combining, for example, an MBA with coursework in digital media, biotech, or sustainability.

LEADERSHIP IN UNCERTAINTY AND CRISIS MANAGEMENT

The instability of recent years—from economic volatility to global conflicts—has reshaped what leadership training looks like in business schools. Today's graduate students are spending more time on crisis management, stakeholder communication, and decision-making under uncertainty.

Courses often include simulations that mirror real-world disruptions, requiring students to navigate ambiguous situations with incomplete data. This reflects a broader shift away from static case studies toward dynamic, experiential learning.

In Southern California, where industries like entertainment and tourism are particularly sensitive to global trends, this type of training is especially relevant. Students are being prepared not just to lead in stable environments, but to adapt quickly when conditions change.

A MORE STRATEGIC, ROI-DRIVEN STUDENT MINDSET

Underlying all of these trends is a shift in how students approach graduate business education. Today's students are more strategic and selective, carefully evaluating the return on investment of their degrees.

They are looking for programs that offer clear career outcomes, strong industry connections, and immediately applicable skills. In a region as competitive and opportunity-rich as Southern California, that mindset is shaping not only what students choose to study—but how business schools design their programs.

In 2026, graduate business education is defined by adaptability, specialization, and real-world relevance. From AI integration to sustainability and experiential learning, today's business students are preparing for careers that demand both technical expertise and human insight. The traditional MBA is not disappearing, but it is being fundamentally reimagined to meet the needs of a new generation of leaders.

David Wilson is a retired business school professor and freelance writer on education related topics.



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Putting the “We” in Wedbush

When people ask what makes Wedbush one of Los Angeles’ Best Places to Work, the answer is simple: “our people.”

Being recognized as one of the 2026 Best Places to Work is an incredible honor because it reflects something we have always believed: great businesses are built by great people.

That philosophy has guided Wedbush since 1955, when our founder, Ed Wedbush, opened the firm’s first office in Los Angeles with little more than determination, entrepreneurial spirit, and a commitment to serving clients with excellence. More than seven decades later, those values continue to define how we show up.

‘Our greatest strength has always been our people. We take pride in being a firm where colleagues build lasting careers and create meaningful impact at every stage of their journey.’

Today, Wedbush is a leading financial services firm with global market execution and advisory services. Our multi-asset clearing, custody, execution, and prime brokerage services provide clients with the access, flexibility, and support needed to navigate today’s increasing-



ly complex markets. In our capital markets, investment banking, wealth and investment management businesses we deliver trusted advice, expert service, and access to curated investment opportunities.

As the industry has evolved, so have we. Wedbush is expanding market access across asset classes and geographies, launching new products and services, and investing heavily in the platforms and partnerships that allow clients to navigate markets with confidence and achieve their financial goals. We continue to invest in technology, infrastructure, and operational capabilities to deliver scalable solutions

that support our clients’ success in an increasingly dynamic market environment.

While our business has evolved significantly, our greatest strength has always been our people. We take pride in being a firm where colleagues build lasting careers and create meaningful impact at every stage of their journey. There is a shared appreciation for the opportunities to grow, contribute, and build strong relationships along the way. Colleagues describe a culture that feels like family, where leaders are accessible, expertise is freely shared, collaboration comes naturally, and everyone is invested in one another’s success. Even as

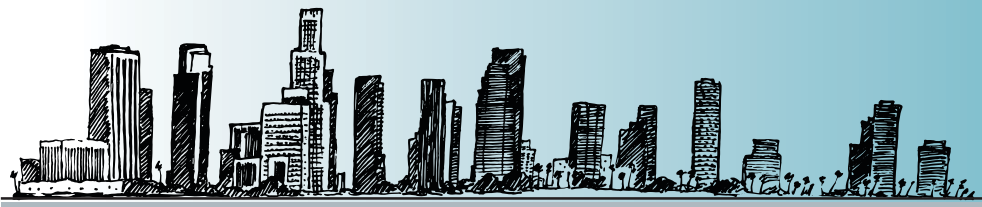
Wedbush has evolved, we have maintained the culture and sense of community that make people proud to be on Team Wedbush.

We celebrate this recognition with gratitude for the colleagues who make Wedbush what it is today. Their passion, care, and grit continue to shape our future. While much has changed since 1955, one thing remains the same: our belief that great businesses are built by great people.

That’s the “we” in Wedbush.

This article was provided by Wedbush. Learn more at [wedbush.com](https://www.wedbush.com)





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

‘Waiting to find an employee with all of the exact skills listed for a role significantly shrinks the pool of potential candidates. Instead, managers should focus on defining simple, foundational role requirements to reach a wider group of candidates.’

ANNIKA JESSEN
Gartner HR

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).



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The Keys to Successfully Appealing to Gen Z Employee Candidates

As US job openings continue to reach historic highs, companies urgently need Gen Z workers. And according to a new study, the businesses that win them—and keep them—will be the companies that put a laser-like focus on understanding what matters most to them.

The Conference Board report explores the most important motivations of Gen Z, a cohort that is expected to represent nearly a third of the workforce by 2025.

Based on interviews with more than 100 Gen Zers, they place the biggest premium on five critical values: adequate compensation, control, safety and wellness, growth, and purpose. While these objectives are important to all generations of employees, for Gen Zers, they are imperatives.

The report also explores what makes Gen Z—those born in 1997 or later—a force to be reckoned with. Unlike previous generations, their comfort with evolving technology and using social media to amplify their concerns makes them unique. Also influencing their views, Gen Zers completed their education remotely and started their careers during especially turbulent times—the COVID-19 pandemic, extraordinary economic uncertainty, geopolitical turmoil, and deep societal unrest.

To best attract, engage, and retain Gen Zers, companies should:

Give them as much flexibility as possible over where and when they work.

- For knowledge workers, this can mean the opportunity to work remotely at least some of the time.
- For hourly workers, it can mean having some say in the shifts assigned to them and knowing their shifts well in advance so that they can plan for personal commitments.
- Gen Zers still crave in-person interactions though. Consider flexible work environments supplemented with opportunities for in-person interaction such as periodic in-person team meetings, team-bonding activities, and networking meetups.

Provide opportunities for development—both internal and external.

- In the wake of the Great Resignation, many Gen Zers noted that a lack of growth opportunities would be a reason to leave a job.
- Employees and managers should work together to create personalized career pathing plans and transparently discuss growth opportu-

nities, both within the company and externally.

- Establish how each job contributes toward career advancement and how roles and responsibilities will evolve in the future.
- Offer workers opportunities and resources to develop skills that are not only relevant to their desired career advancement, but also support long-term employability in a shifting work landscape.
- Assign workers to projects that align with their professional interests and provide stretch assignments.
- Encourage workers to take risks by creating a failure-tolerant culture: analyze failures and celebrate small successes.
- Employers should also create opportunities for workers to network with senior staff, shadow high-level projects, and tackle independent projects.

Develop a culture of safety and wellness that genuinely supports employees while on the job and respects their boundaries beyond the workplace.

- Gen Zers want their employers to help support their physical and psychological safety and their pursuit of mental and physical wellness.
- For workers in customer-facing roles, this can mean support when faced with customer hostility, which has increased significantly since the onset of the pandemic.
- Many expressed concerns about corporate cultures that expect them to sacrifice their personal life for their careers.
- Survey employees' well-being to ascertain mental health wellness and seek feedback on established policies and benefits.

Ensure leaders are living the organization's values in how they communicate with and treat employees.

- Organizational mission, values, and purpose are high priorities when choosing an employer for many Gen Zers, and many said they would leave a job if their employer's values did not align with their own.
- Leaders and managers need to set expectations and help their employees understand the organizational impact and importance of the work they do.

Learn more at [conference-board.org](https://www.conference-board.org).

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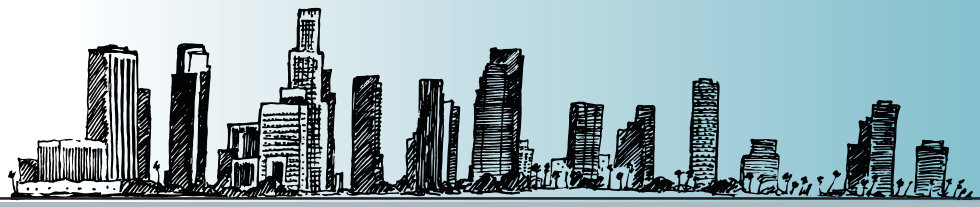
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Survey Reveals 45% of Managers Report AI Has Lived Up to Expectations

Forty-five percent of managers say that the use of AI has improved the work of their teams as much as they expected, according to a survey by Gartner, Inc., a business and technology insights company.

“CHROs are under pressure to ensure effective workforce usage of AI tools, but they have overrelied on empowering employees to chart their own exploration of AI,” said Carmen von Rohr, senior principal in the Gartner HR practice. “Thus far, HR has largely focused on empowering employees to explore, learn and innovate with AI and have overlooked the role of the manager in driving effective use of AI tools.”

A survey of 2,986 employees revealed that 46% of managers are experimenting with AI to improve their work, compared to only 26% of employees. Another Gartner survey of 1,973 managers found that just 14% said they do not face any challenges in driving effective use of AI across their team.

Gartner has identified three actions CHROs and their teams must take to leverage managers to achieve effective usage of AI tools:

PREPARE MANAGERS WITH A TOOL-BOX TO INTEGRATE AI INTO WORK

Managers are uniquely positioned to support employee integration of AI into their work. However, managers’ support needs will vary based on their function, team composition and team proximity to AI. Additionally, managers must be cognizant of the operational and emotional resistance AI transformation can trigger among employees.

“Managers must find a balance – ensuring they don’t lose trust and confidence with their teams while also translating the benefits of AI they observe into the value narratives senior leaders and the business desire,” said von Rohr.

AI implementation requires more change management than any previous technology. CHROs and their teams can support managers as they lead the integration of AI into work by:

- Identifying context-specific motivations, frustrations and challenges of different teams to tailor AI training and support
- Preparing managers to help employees tackle emotional resistance to AI change
- Coaching managers on communicating AI value upward effectively.

ALIGN MANAGERS TO ORGANIZATIONAL EXPECTATIONS FOR EFFECTIVE AI USE

While many organizations encourage employees to utilize AI, few have established or communicated explicit expectations regarding effective use and what outcomes are anticipated.

CHROs and their teams need to transparently communicate to managers the organization’s expectations for effective AI use and any required behavioral changes. For instance, managers may be asked to identify and eliminate ineffective organizational practices, and employees should be focused on reducing unproductive individual behaviors.

EQUIP MANAGERS TO GUIDE EMPLOYEE REDEPLOYMENT OF TIME SAVED BY AI

“Most organizations are currently only seeing employees save small and fractured blocks of time through the use of AI,” said von Rohr. “This will change as the technology evolves. Once employees are saving significant blocks of time through AI use, that saved time will need to be effectively redeployed.”

‘Managers must find a balance – ensuring they don’t lose trust and confidence with their teams while also translating the benefits of AI.’

CARMEN VON ROHR
Gartner HR

Yet, a Gartner survey of 114 HR leaders found that just 7% of organizations provide guidelines on how to use time saved by AI. Further complicating the matter is a lack of agreement on where saved time should be redeployed. The survey revealed that 55% of HR leaders would like employees to redeploy a hypothetical hour freed up by AI to work on special projects outside their core job; a Gartner survey of 1,973 managers found that only 28% would prioritize this activity.

Learn more at Gartner.com.



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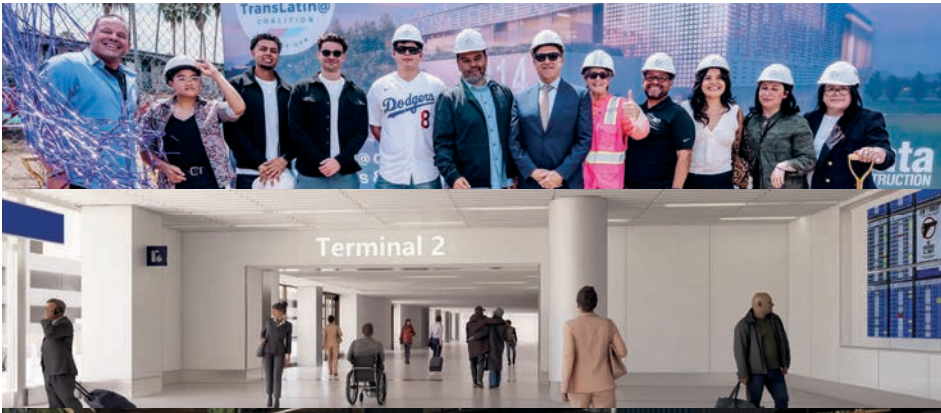


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Most US Workers Support Current DEI Policies

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 Schwyer, 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.

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 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.

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" 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).

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Financial Stewards Will Increasingly Benefit from Strategic AI Deployment

By 2029, CFOs in organizations that implement strategic AI and technology portfolio resource deployment will unlock an additional 10 points of margin growth, according to Gartner, Inc., a business and technology insights company.

“Three quarters of CFOs are raising their tech budgets for 2026, with nearly half by 10% or more, as AI is reshaping core finance, process automation and analytics,” said Mike Helsel, senior director analyst in the Gartner Finance practice. “However, CFOs will not unlock margin gains from AI by chasing isolated pilots: the biggest returns will come from managing finance technology as a portfolio — strengthening proven applications, accelerating high-value automation and scaling AI where governance and integration are maturing.”

Gartner surveyed 314 organizations worldwide in September – October 2025 to better understand finance teams’ technology portfolios and investment strategies.

Generative AI ranked as the highest future investment priority, while AI agents also showed strong investment intent by finance leaders despite early adoption. Embedded AI is

also gaining momentum across cloud ERP and finance point solutions, reflecting demand for practical AI capabilities that enhance existing finance applications.

“To capture the margin upside, CFOs need to align AI and technology investments to business outcomes, supported by strong governance, explainability and data readiness,” said Helsel. “However, CFOs should not allow AI to cause them to overlook valuable core finance technologies if not already implemented.”

Cloud ERP remains the highest-performing technology across the finance technology landscape, with adoption up 7% year over year. Reporting automation was among the most valuable technologies, helping finance teams reduce manual work, improve compliance and decision quality.

“Cloud ERP is increasingly valued not only as a foundation for finance operations, but also as an application for embedded AI that can unlock new levels of insight and automation across finance,” said Helsel.”

Gartner works to partner with C-Level executives and technology providers as they implement AI strategies to achieve their mission-critical



priorities. The independence and objectivity of Gartner insights provide clients with the confidence to make informed decisions and unlock the full potential of AI. Clients across the C-Level are using Gartner’s proprietary AskGartner AI tool to determine how to leverage AI in their

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