

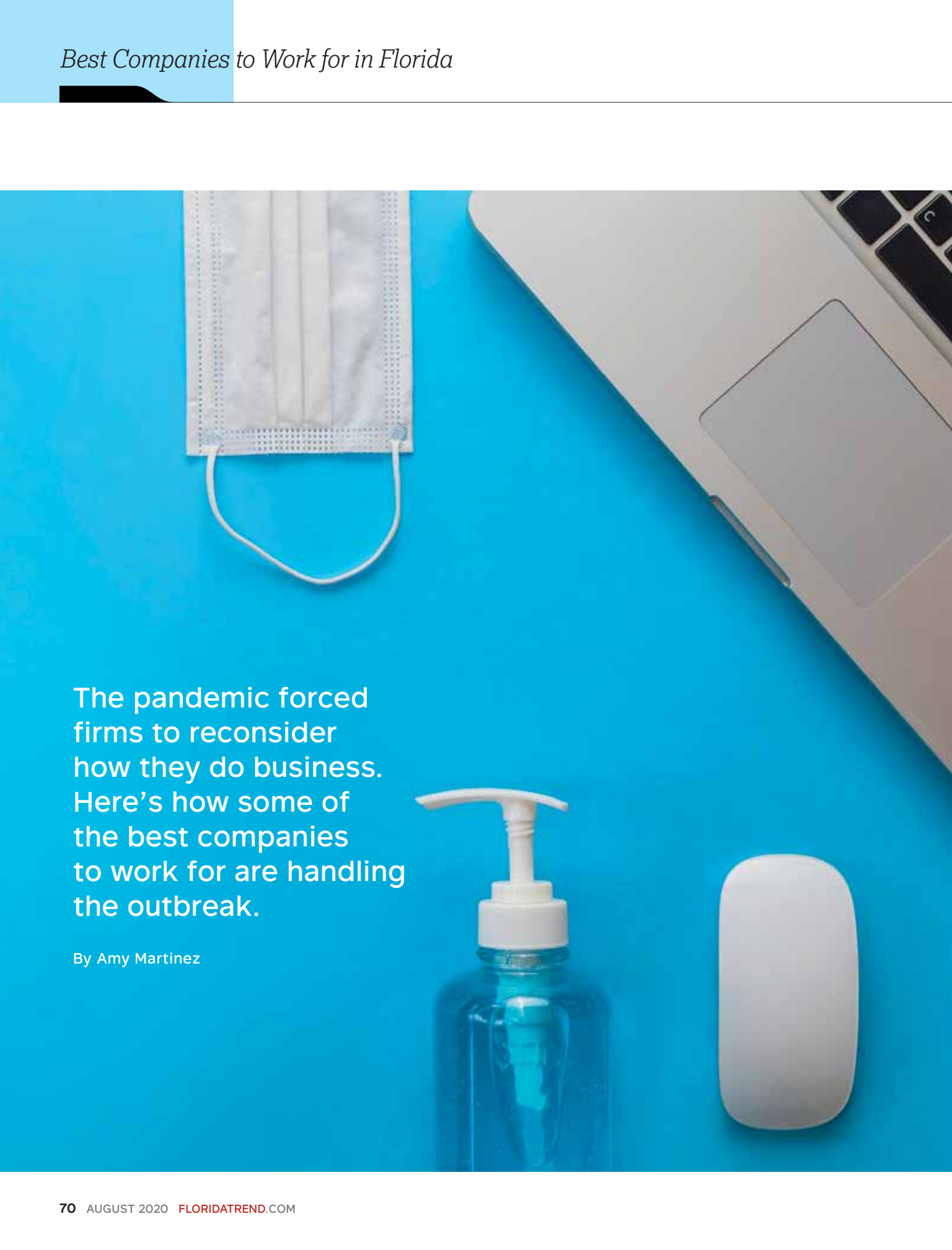
A top-down photograph of a silver laptop on a bright blue surface. In the bottom right corner, a white surgical face mask with white elastic straps is visible. The text is overlaid on the blue background.

2020

Florida Trend's

BEST COMPANIES

to Work For
in Florida



The pandemic forced firms to reconsider how they do business. Here's how some of the best companies to work for are handling the outbreak.

By Amy Martinez



● Squaremouth

No. 17 (Small), *St. Petersburg*

As the coronavirus brought global travel to a near halt in March, St. Petersburg-based Squaremouth, which operates a travel insurance comparison website, saw its sales volume plunge from more than 500 transactions a day to fewer than 20, a 90%-plus drop.

In response, Squaremouth dipped into cash reserves and cut costs to keep all employees on staff at full pay and got a loan under the federal government's new Paycheck Protection Program (PPP).

Meanwhile, it became busier than ever with calls from travelers asking about coverage for their canceled flights and hotel stays. The number of claims related to the pandemic nearly tripled over the firm's usual rate, says spokeswoman Kasara Barto. The company shifted employees around to handle the influx of customer calls and began planning for its post-coronavirus future, she says. "We had travelers whose trips were canceled and travelers who were still looking to travel and buy coverage. We were able to jump in quickly and answer as many questions as we could," she says.

Squaremouth gets a cut of each sale when customers go on its site and buy travel insurance from a host of providers. The company says it's working on the rollout of new products to address travelers'

changing needs, including policies that specifically cover virus outbreaks. Most policies sold through Squaremouth have not covered COVID-19 claims, Barto says. "For an event to be covered, it has to be written into the policy, and pandemics, epidemics and outbreaks typically aren't written in because they weren't a concern before," she says.

Three years ago, Squaremouth bought an historic church building in St. Petersburg, hoping to create a millennial's dream office, with a badminton court, snooker table, video games, napping couches, a bar and tree houses for meeting spaces. The company planned

to move into the building once the renovations were completed. But in the wake of stay-at-home orders and mass telecommuting, Squaremouth has decided to let employees work from home indefinitely, even after the pandemic ends. The company will keep its leased offices in downtown St. Petersburg for when employees "need to get out of the house," Barto says. "We're not required to come in."

The old church building is now up for sale. "Employees really aren't looking for that hip new office space anymore," she says. "The focus has shifted to workplace flexibility."



Squaremouth has decided to let employees work from home indefinitely.

● Launch Potato

No. 9 (Small), Delray Beach



To keep employees engaged at the digital media publisher, Christine Yaged started a “gratitude challenge” every day and implemented a “couple of fun games.”

Christine Yaged, Co-Founder & Chief Marketing Officer

► **Economic Impact:** “While we had more web traffic in general, some of our advertisers started getting cautious by the end of March. By April, we saw 50% of our advertisers drop completely out of the advertising space, not even just with us. We had a cash cushion, and we worked really hard to keep everyone employed. The thing that keeps me up at night is the thought of possibly having to lay off employees. I feel super fortunate that we didn’t have to do anything like that. With the help of a banker, we were able to get a PPP loan in April.”

► **Pivoting:** “Prior to COVID, we had been really focused on the travel and credit-card space and were growing nicely there. By the time April came around, almost all of our credit-card issuer advertisers had pulled out of the market completely. The team really hustled to pivot our content strategy from a lot of travel and credit-card content to topics that were more interesting to the larger U.S. population — things like insurance, side hustles and gigs and money management apps.”

► **Maintaining Morale:** “Probably around week three, people started getting a little de-motivated. I know with myself, there were some days when I was like, ‘Man, this is so different. I miss the old life.’ But that kind of thinking is not what’s going to get us through this. So we’ve done things like a daily gratitude challenge — we use Slack for all of our instant messaging — and we’ve implemented a couple of fun games that I’m pretty proud of. One of them was based on the MTV show ‘Cribs.’ We had everyone who wanted to participate take a picture of a room in their house and send it to our assistant, who would do an anonymous post in Slack with a caption, in Cribs-style, talking about the room in some verbose, fancy way, and then the team would have to guess whose crib it was. That was really fun.”

● KnowBe4

No. 12 (Large), Clearwater

Stu Sjouwerman, CEO

► **Economic Impact:** “We have been in hyper-growth mode for the last eight years. That has topped off or flattened out. One of our VC friends was joking that flat is the new up. We expect Q3 and Q4 to climb back to where we are normally.”

► **Opportunities:** “We’ve hired more than 80 people in the past two months. We’re seeing this as a great opportunity to attack. We’re on the offensive and taking more market share than ever before.”

► **Telecommuting:** “I’d rather have everyone back in the office. It’s much more effective and efficient. You can just walk over to someone and in two minutes get something fixed without having to schedule a half-hour Zoom meeting in your calendar. There is a new normal, and it will definitely be different. But does that mean everyone will work at home always? No. Tons of people want to come back because it’s way more fun to work in the office with the team. Will we be a little more flexible and let people work from home one day a week? Maybe.”

► **Safety:** “We have a whole 60-point list of what we’re doing to keep the office safe. You walk in and fill out a short survey — ‘Are you ill? Were you around someone who’s ill?’ You have your temperature taken and get into an elevator where only two people are allowed. You go to your desk and make sure you don’t get close to other people. There’s no microwave or coffee machine because that’s stuff that everyone touches. If you go to the bathroom, half of the stalls are taped off with big yellow hazard tape, that sort of thing.”



Sjouwerman gets his temperature checked upon entering the company’s offices.

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"We're not forcing anyone to come back to the office," says Executive Vice President Gordon Greene.

● Patel Greene and Associates

No. 2 (Midsized), Bartow

With nearly 80 employees, civil engineering firm Patel Greene and Associates has offices in Hillsborough, Orange and Polk counties. It primarily designs highways and roads for the Florida Department of Transportation and hasn't slowed down during the coronavirus, says Executive Vice President Gordon Greene. The company has been hiring employees in recent months and even hired a furloughed engineer from Disney. "We've always got a little more work than we can handle," Greene says. "There's definitely a scarcity of good engineers."

Everyone at the firm works on laptops rather than desktops, making the transition to telecommuting last spring fairly seamless, he says. As the firm prepared to reopen its offices in June, it stocked up on face masks and hand sanitizer but gave everyone the option to remain at home. "We're not forcing anyone to come back to the office," Greene says. "It's been interesting to see who is really chomping at the bit to come back and who's nervous about it. We don't try to judge or anything like that. We're all getting our work done, so there's no sense of urgency to have everyone back."

● Team Cone

No. 4 (Large), Ocala

Founded in 1985, Ocala-based Team Cone distributes beer in 22 counties across North-Central Florida. With nearly 320 employees, it operates two warehouses in Ocala and another in Tallahassee. On March 17, Gov. Ron DeSantis ordered all bars and nightclubs in Florida to shut down temporarily due to the coronavirus, and "we had 10% of our business literally close overnight," says company founder Doug Cone.

Around the same time, the company's telemarketing manager began showing symptoms of COVID-19. The employee went home to self-isolate but soon ended up in the hospital on a ventilator. Like many hit hardest by the coronavirus, he had underlying conditions, including cardiac disease and diabetes. "Within five days, he passed away," Cone says. "Obviously, the anxiety level in the office was very high."

The company formed a task force to ensure it was following CDC guidelines, bought face masks and hand sanitizer in bulk

for employees to use and hired a biohazard company to disinfect its facilities with a virus-killing aerosol. "I can't tell you what a difference that made," Cone says.

Given the nature of what it does, the company had to keep operating as normally as possible, he says. "Our operation has worked 24 hours a day, six days a week throughout the entire pandemic."

Despite the negative impact to bars and nightclubs, the company saw an increase in business overall. "The one thing people will not give up in times of recession or pandemic is their beer. Even with that 10% loss of volume from bars and restaurants, my business since COVID is up 25% from a year ago. People are still buying beer and taking it home to drink," Cone says.

The company has avoided layoffs and pay cuts and is even hiring, he says. "We have employees whose husbands and wives lost jobs. I think there's been a sense of relief and comfort working for a company that's not furloughing or laying anyone off," he says.



Beer distributor Team Cone employees are working 24/7 throughout the pandemic. The company saw business pick up and has been able to avoid layoffs and pay cuts.

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● Hanson Professional Services

No. 6 (Large), Springfield, Ill.



"I've gotten four, gallon jugs of hand sanitizer," says Bill Bradford, who works in the engineering firm's 25-employee Maitland office.

Bill Bradford

Senior Vice President / Energy,
Sustainability and Resiliency Principal

► **Communication:** "Our H.R. department has been very proactive. On March 4, they came out with the first communication to the company, saying they were monitoring developments, making recommendations for personal hygiene and promoting tele-health. They sent out seven or eight communications in March. And then in April and May, we had weekly updates from our CEO via Zoom. He'd spend about a half-hour just going over everything. At one point, roughly 80% of our staff was working from home."

► **Economic Impact:** "We were very fortunate because we entered this with a very good backlog of projects. Because of what we do and the clients we serve, we've been able to maintain that backlog. I have noticed a decrease in the amount of requests for proposal and requests for qualification from municipal governments, state govern-

ment, schools, colleges and universities. And we've had a small percentage of work go on hold. We're very sorry about that, but at the same time, we understand. We've had one furlough, and that was somebody who was devoted to a project that went on hold."

► **Safety Measures:** "I've gotten four, gallon jugs of hand sanitizer along with masks and gloves for our office's reopening. Our president's wife personally made 500 face masks for our employees. If you're in an office alone, you don't have to wear a mask, but if you're interacting with people, you do have to wear one."

► **The future:** "There's going to be businesses doing away with the open-floor plan and moving to more closed offices. There's going to be less density per office. There are going to be touch-less water faucets and toilets. The way we deal with elevators is going to be substantially different. It's going to change the offices of the future, and I think we'll be better for it."



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Best Companies to Work for in Florida

● Dorcey Law Firm

No. 8 (Small), Fort Myers



"If you're saving up for a rainy day, this was the rainy day," says founder and managing partner Joshua Dorcey.

When hiring an attorney to write a will or trust, most people still prefer to meet face to face rather than through a webcam, FaceTime or conference tools like Zoom, says Joshua Dorcey, founder and managing partner of Fort Myers-based Dorcey Law Firm, which specializes in estate planning. The firm's revenue plunged more than two-thirds in March from the previous few months as the coronavirus kept clients at home, he says. "They'd rather not deal with someone virtually. Almost every new in-person appointment we had on the books either canceled or rescheduled for later in the summer," he says.

Dorcey used savings to avoid layoffs and pay cuts during the first two months of the shutdown and then received a federal PPP loan in mid-May, just as he was starting to run out of cash reserves. "Luckily, with the PPP money and the stay-at-home orders coming to an end, we didn't have to take pay cuts or furlough anyone," he says.

The firm, which employs about 30, is now adjusting to the new normal, he says. In-person meetings between attorneys and clients have resumed, with safety measures in place to try to prevent the spread of COVID-19, including air purifiers for conference rooms, frequent cleaning and disinfecting of high-touch surfaces and masks for everyone entering the office. The firm's revenue also is on the rebound.

"We're nowhere close to where we would have been, but at this point, it's more about surviving than thriving," he says. "Just in terms of our staff and culture, it's taken us a long time to get where we are, and I wasn't willing to lose any of that just because of COVID-19. I'd rather dip into our reserves and keep our team intact. In my mind, this was an anomaly. The market was good; the economy was good. I figured at some point we'd pull out of it, and I wanted to have the same teammates with us."

● Hunton Andrews Kurth

No. 1 (Large), Richmond, Va.

With many businesses thrust into remote working by COVID-19, the workplace might not ever look quite the same. For the Hunton Andrews Kurth law firm, which employs 58 in Miami, the pandemic has shown that telecommuting can work well. During the coronavirus shutdown, employees enjoyed not having to commute to work every day and remained just as productive, if not more so, says Juan Enjamio, managing partner of the firm's Miami office. He says remote working and video conferencing also have led to cost savings for the firm due to lower travel expenses.

"People have adjusted and have done the things they need to do to make sure we look out for one another and also continue to provide service," he says. "In the legal profession, I think you'll see clients and lawyers more comfortable doing things remotely. A lot of face-to-face meetings that involved travel may be done remotely now by video conferencing because we have seen that it can work."

While Enjamio sees fewer in-person meetings and more flexible work arrangements long term, he doesn't expect the office to disappear. "Obviously, some things can't be done remotely," he says. "I just think the new equilibrium will be tilted a little more toward remote work and not getting on a plane to do face-to-face meetings all the time."

Besides the benefits of telecommuting, he says, the shutdown has shown the importance of social interaction. "People have a need to reach out and touch and communicate with each other," he says. "I don't think that will ever go away."

Best Large Companies

250 or more employees

Rank / Company / Headquarters / Industry	Medical Premiums Paid	
	Employee	Dependents
1 Hunton Andrews Kurth / Richmond, Va. / Legal	75% – 99%	50 – 74%
2 DPR Construction / Redwood City, Calif. / Construction	50 – 74	50 – 74
3 Edward Jones / St. Louis, Mo. / Financial Services	75 – 99	75 – 99
4 Team Cone / Ocala / Distribution	50 – 74	25 – 49
5 UniFirst / Wilmington, Mass. / Services	100	75 – 99
6 Hanson Professional Services / Springfield, Ill. / Engineering	75 – 99	75 – 99
7 Insperty / Houston / Financial Services	75 – 99	75 – 99
8 Collaborative Solutions / Reston, Va. / Consulting	75 – 99	50 – 74
9 CDW / Lincolnshire, Ill. / Technology	50 – 74	50 – 74
10 Hyatt Regency Coconut Point Resort and Spa / Chicago / Hospitality / Travel / Tourism	75 – 99	75 – 99
11 PCL Construction Services / Edmonton, Alberta, Canada / Construction	75 – 99	75 – 99
12 KnowBe4 / Clearwater / Cyber-Security	100	Less than 25
13 USABLE Life / Little Rock, Ark. / Insurance	75 – 99	75 – 99
14 FCCI Insurance Group / Sarasota / Insurance	75 – 99	75 – 99
15 First Busey / Champaign, Ill. / Financial Services	75 – 99	50 – 74
16 North Highland / Atlanta / Consulting	75 – 99	50 – 74
17 CBIZ & MHM / Cleveland / Accounting	75 – 99	50 – 74
18 Fairwinds / Orlando / Banking	75 – 99	50 – 74
19 Quarles & Brady / Milwaukee / Legal	75 – 99	75 – 99
20 Roth Staffing / Orange, Calif. / Staffing	75 – 99	50 – 74
21 Infotech / Gainesville / Technology	75 – 99	50 – 74
22 Capital City Bank / Tallahassee / Banking	75 – 99	50 – 74
23 Cole Engineering Services / Orlando / Engineering	75 – 99	75 – 99
24 Southern States Toyotalift / Tampa / Retail	100	75 – 99
25 Bouchard Insurance / Clearwater / Insurance	100	Less than 25
26 Citizens Property Insurance / Tallahassee / Insurance	75 – 99	75 – 99
27 LGI Homes / The Woodlands, Texas / Home Builder	50 – 74	50 – 74
28 Infinite Energy / Gainesville / Energy	100	25 – 49
29 Gunster / West Palm Beach / Legal	75 – 99	50 – 74

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

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

► **The survey also included** two open-ended questions and seven demographic questions. The questions focused on eight themes: Leadership and planning; corporate culture and communications; role satisfaction; work environment; relationship with supervisor; training and development; pay and benefits; and overall engagement. Contract employees were not included in employee surveys and not added to employee counts

● First Florida Credit Union

No. 8 (Midsized), Jacksonville



Brent Lister, President & CEO

► **Avoiding Layoffs:** "Although the COVID-19 pandemic forced us to change our operations, we did not furlough or lay off any employees. With our strong capital position, we knew it was critical to do everything we could to ensure that our employees could continue to take care of their families and retain their benefits."

► **Communication:** "Roughly 25% of our staff began working remotely in mid-March. Our leadership team has put a major emphasis on communication during the pandemic across all segments of our business. We surveyed those employees working from home to ensure they had the technology and support necessary to complete their work. We also have made a concerted effort to stay connected through video conferencing to foster that face-to-face contact that our remote employees are missing from their regular routines. So far, we've been pleased with the productivity of the work being completed by our remote employees."

Best Midsized Companies

50 to 249 employees

Rank / Company / Headquarters / Industry	Medical Premiums Paid	
	Employee	Dependents
1 Premier Eye Care / Tampa / Health Care (Insurance/Services)	100%	25% – 49%
2 Patel, Greene and Associates / Bartow / Engineering	100	100
3 Gehring Group/Bentek / Palm Beach Gardens / Health Care (Insurance/Services)	100	75 – 99
4 Momentum Consulting / Miami Lakes / Technology	75 – 99	Less than 25
5 Worksite dba Worksite Employee Leasing / North Port / Services	100	Less than 25
6 One Florida Bank / Orlando / Banking	100	50 – 74
7 Florida Vocational Institute / Miami / Education	50 – 74	50 – 74
8 First Florida Credit Union / Jacksonville / Banking	75 – 99	50 – 74
9 Complete DKI / Pensacola / Construction	75 – 99	Less than 25
10 Darr Schackow Insurance / Gainesville / Insurance	100	75 – 99
11 Kast Construction / West Palm Beach / Construction	100	50-74
12 Bendcare / Boca Raton / Health Care	100	Less than 25
13 Kegel / Lake Wales / Manufacturing	75 – 99	50 – 74
14 Lightspeed Voice / North Venice / Telecommunications	100	Not offered
15 The Lord's Place / West Palm Beach / Non-Profit (Health & Human Services)	75 – 99	Less than 25
16 Perform[cb] / Sarasota / Advertising / PR / Marketing	100	Less than 25
17 Paul Davis Restoration / Jacksonville / Construction	75 – 99	75 – 99
18 Vantagepoint ai / Wesley Chapel / Financial Services	100	Not offered
19 Eagle Creek Golf & Country Club / Naples / Hospitality / Travel / Tourism	75 – 99	25 – 49
20 AgAmerica Lending / Lakeland / Financial Services	75 – 99	25 – 49
21 Christensen Financial / Altamonte Springs / Financial Services	25 – 49	Less than 25
22 H&CO / Coral Gables / Accounting	50 – 74	NA
23 CSPI Technology Solution / Deerfield Beach / Technology	50 – 74	50 – 74
24 Bodylogicmd / Boca Raton / Health Care (Insurance/Services)	75 – 99	50 – 74
25 One Park Financial / Coconut Grove / Financial Services	75 – 99	25 – 49
26 Corporate Traffic Logistics / Jacksonville / Transportation	50 – 74	50 – 74
27 DeAngelis Diamond / Naples / Construction	100	Less than 25
28 Fintech / Tampa / Financial Services	100	100
29 Coastal Cloud / Palm Coast / Consulting	75 – 99	50 – 74
30 iVenture Solutions / Jacksonville / Technology	50 – 74	50 – 74
31 Daszkal Bolton / Boca Raton / Accounting	50 – 74	50 – 74

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



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● GunnChamberlain

No. 1 (Small), Jacksonville


Jacksonville accounting firm GunnChamberlain already was busy with tax season when Congress passed the Coronavirus Aid, Relief and Economic Security (CARES) Act to help small businesses hurt by the pandemic. Within days, the firm's accountants were hosting hourlong webinars for dozens of clients seeking information about new business loans.



Kayly Transue works the front desk at GunnChamberlain.

"We took a couple of team members out of our cloud-based accounting services division and created what we called our federal Paycheck Protection Program task force," says co-founding partner Marshall Gunn.

As the firm's workload increased, some employees also found themselves at home juggling their jobs and child care amid school closures and social distancing. "They had a second job given to them called teacher," Gunn says. "We would see a surge in people working online after regular hours. It was the craziest tax season I can ever remember, and I've been doing this a long time."

Gunn, who describes himself as old-school in his views on telecommuting, says he'll be more open to allowing employees to work remotely in the future. "It honestly worked well for us. I was a little surprised," he says. "The productivity of our team stayed up, and as long as that's the case, I'm happy whether people are working at home or in the office." 

Best Small Companies

50 employees
or fewer

Rank / Company / Headquarters / Industry			Medical Premiums Paid	
			Employee	Dependents
1	GunnChamberlain / Jacksonville / Accounting		100%	Less than 25%
2	Jill S. Schwartz & Associates / Winter Park / Legal		100	Less than 25
3	Gulfstream Property & Casualty Insurance / Sarasota / Insurance		100	75 – 99
4	Brigade Bookkeeping / Miami / Accounting		50 – 74	Less than 25
5	Bit-Wizards / Fort Walton Beach / Technology		75 – 99	50 – 74
6	Matthews Design Group / St. Augustine / Engineering		75 – 99	Less than 25
7	Aegis Business Technologies / Tallahassee / Technology		50 – 74	25 – 49
8	Dorcey Law Firm / Fort Myers / Legal		Not offered	Not offered
9	Launch Potato / Delray Beach / Advertising / PR / Marketing		25 – 49	25 – 49
10	Alltrust Insurance / Palm Harbor / Health Care (Insurance/Services)		50 – 74	50 – 74
11	Meenan P.A. / Tallahassee / Legal		75 – 99	50 – 74
12	Reiss Engineering / Winter Springs / Engineering		100	150 – 74
13	Premier Association Management of Central Florida / Lake Mary / Community Management		50 – 74	Less than 25
14	Clearview Land Design / Tampa / Engineering		50 – 74	50 – 74
15	EMS Consulting / Tampa / Consulting		50 – 74	NA
16	Carnahan Group / Tampa / Health Care (Insurance/Services)		100	Less than 25
17	Squaremouth / St. Petersburg / Insurance		100	25 – 49
18	CNP Agency / Winter Haven / Advertising / PR / Marketing		100	Less than 25
19	Evershore Financial Group / Palm Beach Gardens / Financial Services		25 – 49	Less than 25
20	Health Designs / Ponte Vedra Beach / Services		25 – 49	Less than 25
21	Horizon Innovations / Jacksonville / Advertising / Marketing		100	100
22	HighKey / Orlando / Retail		50 – 74	Not offered
23	CPS Investment Advisors / Lakeland / Financial Service		50 – 74	Less than 25
24	Right Management / Fort Lauderdale / Outplacement / Consulting		75 – 99	50 – 74
25	CareerXchange / Miami / Staffing		75 – 99	Less than 25
26	Bitman O'Brien & Morat / Lake Mary / Legal		100	Less than 25
27	Bast Amron / Miami / Legal		100	Less than 25
28	Kelley I Uustal / Fort Lauderdale / Legal		50 – 74	25 – 49
29	Moore / Tallahassee / Advertising / PR / Marketing		100	Less than 25
30	Jimerson Birr / Jacksonville / Legal		75 – 99	Less than 25
31	Markham Norton Mosteller Wright & Co. / Fort Myers / Accounting		75 – 99	25 – 49
32	Foresight Construction Group / Gainesville / Construction		100	Less than 25
33	Pevida Highway Designers / Doral / Engineering		50 – 74	50 – 74
34	Partners in Association Management / Tallahassee / Management Services		75 – 99	Less than 25
35	Ideabar / West Palm Beach / Advertising / PR / Marketing		75 – 99	75 – 99
36	The Lunz Group / Lakeland / Architecture		100	Less than 25
37	CannaMD / Orlando / Health Care		Not offered	Not offered
38	Martin Aquatic Design & Engineering / Orlando / Engineering		50 – 74	Less than 25
39	Ennis, Pellum & Associates, CPAs / Jacksonville / Accounting		50 – 74	25 – 49
40	New Horizons Computer Learning Center of South Florida / Tampa / Education		50 – 74	Less than 25



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From top left to right: our Longwood Branch and our Equipment Finance Team showing their team spirit as essential workers, our Corporate Office socially distancing for a group photo, and the bottom is our Chipley Florida Branch posing with our President Rick Pullum.



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President Dave Bailey's philosophy is "In order to deliver world class solutions to customers, you have to hire, develop, and reward associates with a world class organization that they are proud to be a part of with benefits that make a positive impact in their lives."

Toyota has an operating philosophy of Monozukuri Hitozukuri, "building things is about building people". Vice President of Operations, Lance Landeche ensures that this operating philosophy is more than words when it comes to SST's approach to associate

development. "The thing that attracted me... was being a part of something bigger than yourself. Helping people become their best. By offering associates a career, that's a commitment from us that we will professionally develop you and help you grow into your full potential."

This philosophy is more than a vision it is felt by associates across the organizations.

"This is more than just a job. This is a career, a place where you can make a home. The sky is the limit." Ron Carwein, Technician, 3 years

"I enjoy what I do here...I plan on retiring from here...and hopefully the people that I train carry on the excitement and standard of excellence." Eric Reynolds, Technician, 18yrs.

Associate benefits include profit sharing, 401(k) matching, continuing education, tuition reimbursement, tool reimbursement, paid community service hours, company sponsored "theme days", vacation & PTO, PTO "buy-back", wellness program with incentives and a "rewards catalog", employee assistance program, healthcare advocacy program, vision

& dental coverage, and free healthcare.

"Our focus on recruiting and retaining the best associates is driven by our commitment to delivering the best customer experience. Associates who feel respected, honored, and rewarded pass that same world class experience on to customers when they choose our solutions. It really is a win-win for everyone involved!", Bailey explains.

Above average retention rates, associate referrals, and stellar associate reviews show that Southern States Toyotalift is delivering on their commitment to be an employer of choice.



Southern States Toyotalift

sstlift.com

Tampa, Winter Haven, Orlando,
Ocala, Jacksonville



#14
LARGE
COMPANY

Unwavering Promise in Challenging Times

FCCI Insurance Group

www.fcci-group.com

Sarasota

12-TIME WINNER



The dramatic spread of COVID-19 has unsettled communities, individuals and businesses worldwide. It has impacted every aspect of our daily lives and affected us in unimaginable ways. FCCI Insurance Group, a commercial property and casualty insurance company founded in Sarasota, Florida, in 1959, is proactively

taking steps to ensure the well-being, health and safety of its 840 employees, while providing uninterrupted support and exceptional service to its agents and policyholders.

When FCCI implemented remote work for all teammates, they knew it was going to be important to maintain employee engagement and deepen morale. With the use of weekly virtual companywide meetings as well as digital tools, they are maximizing employee capacity, connection and service to their customers. FCCI's ability to adapt their operations and business approach is allowing them to effectively respond to teammate, community and customer needs during these challenging times. FCCI

is resilient and continues to thrive in these uncertain times because of its dedicated employees who have shown a great deal of patience, understanding and flexibility as the company navigates these uncharted waters.

As we look beyond the horizon, we know that FCCI will continue to deliver an outstanding customer experience beginning internally with their employees and extending it to their agency partners and policyholders. FCCI's promise to teammates, agents and policyholders is unwavering.



Annual FCCI Business Development Specialist Conference | Jan 2020

#21
LARGE
COMPANY

Infotech: Family-Owned Company Values People Over Profit

Infotech was founded by two University of Florida professors working out of a garage in the late 1970s. Their initial consulting business quickly grew to add software development, and over the next four decades, the two sides of the company continued to evolve and support each other. Today, Infotech's Systems and Consulting businesses may be distinct, but they're united by the dual spirit of integrity and innovation present since its founding.

"Treat people right" has long been the motto of founders Dr. Jim McClave and Dr.

Tom Rothrock and the foundational ethos upon which Infotech is built. Under this banner, Infotech thrives at the forefront of the market it created

by prioritizing relationships both internally and externally. Infotech's software development and expert consulting businesses have experienced consistent growth, thanks to the reputation the company has established and upheld in its respective industries.

For over 40 years, Infotech has embraced a commitment to connection. By putting aside short-term solutions in favor of a long-term vision and prioritizing people over profit, Infotech has created a formula for innovation that doesn't sacrifice integrity. With over 300 employees and growing, the Infotech family will continue to focus on diversity and inclusion, ensuring new ideas and fresh perspectives are never in short supply.



Infotech

infotechinc.com

Gainesville

3-TIME WINNER





Diversity Drives UniFirst Corporation

UniFirst

unifirst.com

12 Florida locations

7-TIME WINNER



"Having a diverse range of people across gender, age, and cultural background is invaluable to today's businesses. With so many different and diverse minds working together, we are able to offer best-in-class services and solutions to our expanding customer base," said Steven Sintros, the president and CEO of UniFirst after winning a diversity award from the TRSA, a professional organization dedicated to strengthening and promoting the linen, uniform, and facility services industry.



Your color, sex, race and religion do not and should not impede your ability to find meaningful work.

The 2020 Black Lives Matter Movement is not an anti-white movement. Sure, all lives matter, but if that was the case, people would not be protesting the mistreatment of black people. They would not be marching for justice reform if all lives mattered. This is not an anti-police movement. This is an anti-police brutality movement. It is a call for justice reform and an end to systematic racism.

We can do better. We can be better. We strive to remove the veil of bias from our eyes and see people for who they tell us they are by their actions. We will recruit, develop and support the best people for the job.

We feel we would be remiss by not addressing the Black Lives Matter Movement as we accept an award for one of the Best Places to Work for In Florida.



Bendcare, LLC

bendcare.com

Boca Raton

2-TIME WINNER



Bendcare's innovative services, technology, education and purchase power solutions empower community practice rheumatologists to standardize and simplify their practices and optimize the patient journey via enhanced quality of care, patient satisfaction and practice performance. Bendcare provides a workplace where individuals are supported to perform and grow in a family-oriented atmosphere. Our mantra is "having fun while making a difference".



Bendcare 2019 Halloween Party at the Residence of CEO Andrew S. Ripps.

Corporate Traffic Logistics

corporatetraffic.com

Jacksonville



Corporate Traffic Logistics is a family-owned asset-based 3PL founded in 1992 and headquartered in Jacksonville, with branches in Charlotte and Toledo. CT has been ranked as a Top 100 3PL by Inbound Logistics for the past 20 years due to its leadership in providing transportation solutions, including dry van, managed LTL, intermodal, drayage, temp controlled and flatbed service nationwide.



Employees gather for our regular wheel spins to earn extra sales incentives!

CPS Investment Advisors

cpsinvest.com

Lakeland

7-TIME WINNER



CPS Investment Advisors is a full-service, independent financial advisory firm located in Lakeland. Since 1975, we have empowered our clients to achieve financial security and peace of mind through education and prudent wealth management.



Worksite Employee Leasing

LoveWorksite.com
North Port & Miami
4-TIME WINNER

#5
MEDIUM
COMPANY

Do What You Do Best. Let Us Do The Rest!

Worksite Employee Leasing is a Professional Employer Organization (PEO) headquartered in Florida. Our mission is to give our clients the freedom to focus on what they do best by efficiently managing their back office. Through our suite of services — payroll, workers' compensation, employee benefits, HR support, and much more — we allow businesses to operate unrestrained by the compliance burden of maintaining employees. Worksite allows clients to focus their full attention on what matters most — their customers.

While we specialize in restaurants and hotels, we are proud to have an extensive and diverse clientele, including construction companies, healthcare providers, property management firms, retailers, manufacturers, and many others.

We can have you approved for workers' comp and ready to run payroll in one day! No up-front costs or long-term commitment required. Give us a call today at 941-677-0110 or email Info@WorksiteEmployee.com.



The resources of a large provider with the personal touch and support of a local PEO.

Dorcey Law Firm, PLC

dorceylaw.com
Fort Myers

#8
SMALL
COMPANY

Respectfulness, Teamwork, and Desire for Greatness

At the Dorcey Law Firm, PLC, our Core Values are Integrity, Professionalism, Competence, Respectfulness, Teamwork, and Desire for Greatness. Our leadership sets us apart. Managing Partner Joshua Dorcey was nominated for the Florida SBDC at FGCU's Distinguished Entrepreneur Award. We celebrate our success, offering an annual four-day fun retreat for our employees, with all expenses paid for us and our families. We celebrate our clients with our Annual Client Appreciation Lunch.

Our legal team has served thousands of clients, focusing on Estate Planning, Business Planning, Asset Protection, Elder Law and Disaster Protection. Our award-winning firm is dedicated to helping people Protect, Preserve & Transfer their wealth from one generation to another, using a proprietary process that allows us to remain in continuous contact with our clients. At Dorcey Law Firm, our firm's continued success is driven by our values, focus and dedication to help our clients.



The Dorcey Law Team – 2020 Auto-Pilot Planning Program Client Appreciation Lunch

Hanson Professional Services Inc.

hanson-inc.com
Bonifay, Jacksonville,
Miami, Orlando,
Sarasota, Tallahassee
10-TIME WINNER

#6
LARGE
COMPANY

Hanson Professional Services Inc. provides engineering, planning and allied services from six offices in Florida and around the U.S. Hanson's dedicated employees are vested in their work — the company is owned by them. They take pride in their work, which has made Hanson successful. Hanson's employees bring the company's hands-on approach to clients on local, state, national and international levels.



KAST Construction Company

kastbuild.com
Miami, Orlando, Tampa,
West Palm Beach
6-TIME WINNER

#11
MEDIUM
COMPANY

As KAST Construction Company celebrates its 15th anniversary, we also celebrate, honor and give thanks to our employees who have built our organization, embraced our Values and who have helped us realize our goals of becoming a Best Places to Work organization. The Teamwork, Collaboration, Respect for one another, our Values and our Communities is the reason we continue to grow and succeed.



Partners in Association Management

yoursearchisdone.com

Tallahassee

8-TIME WINNER

#34
SMALL
COMPANY

Partners in Association Management is an accredited professional services firm that serves as the headquarters for over 20 state, regional and national not-for-profit organizations.

We have a passionate group of team members who rally around our mission of delivering strategic and operational management to our client associations.

We are proud to be an 8-time winner.



Premier Association Management of Central Florida

premiermgmtcfl.com

Lake Mary, Clermont

2-TIME WINNER

#13
SMALL
COMPANY

For over 16-years, Premier Association Management of Central Florida has been privileged to provide communities with professional community management services.



With a culture of giving back, our high-performing staff raises thousands of dollars annually to provide our elderly and sick residents with financial assistance. At Premier we're here for our staff, and our staff is here for our communities.



Quarles & Brady LLP

quarles.com

Naples, Tampa

6-TIME WINNER

#19
LARGE
COMPANY

Our Values Drive Our Success

Purpose, integrity, respect and collaboration. At Quarles & Brady, these values directly impact how we do business and how we engage with one another. An AmLaw 200 firm with 500 attorneys nationally, we offer an array of legal services to corporate and individual clients, always placing their needs first. With us, you're not just a client — you're a partner.



> SPOTLIGHT IN NOVEMBER

Florida Trend
CUSTOM CONTENT

TAMPA / HILLSBOROUGH COUNTY

In November 2020, Florida Trend will spotlight Tampa/Hillsborough County

This special report will explore Hillsborough County's business development, economic drivers including education, health care, technology, manufacturing, finance, real estate, arts and culture, and much more.

Don't miss this opportunity to market your Hillsborough County business or organization to Florida Trend's 270,000 influential readers - including 30,000 readers outside Florida.



AD SPACE DEADLINE: SEP 10

FOR MORE INFORMATION:

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