



The battle for talent has never been more intense, making it more important to provide excellent employee benefits and creating a workplace culture that helps retain skilled employees and recruit new ones. *Business North Carolina's* annual list of Best Employers aims to highlight the state's companies that rank highly when it comes to motivating their teammates and attracting good employees.

Business North Carolina recognizes the state's best places to work with a unique awards program for small, medium and large companies. We partnered with the DataJoe market research company to create and implement a survey that polled employers and their employees.

The survey covered a variety of essential workplace topics, including organizational health, engagement, leadership, work-life balance, training, pay, benefits and corporate social responsibility. Employment numbers are as of Jan. 1, 2022.

LARGE employers (50+)

Edward Jones

various locations | financial services

1,470 employees

Penny Pennington, managing partner

Nearly 75% of Edward Jones' general partners have taken its diversity, equity and inclusion foundations course. The St. Louis-based brokerage has more than 15,000 offices in North America.



Coastal Credit Union

Raleigh | financial services

596 employees

Chuck Purvis, CEO

The credit union surpassed \$4 billion in assets and 300,000 members last year, while its auto lending program ranked first in its 16-county market. The credit union's foundation surpassed \$3 million in grants.

Bobbitt Construction



Raleigh | construction

76 employees

Brian Denisar, CEO

Olly Olly

Charlotte | digital marketing

82 employees

Gallagher



various locations | insurance

135 employees

Patrick Gallagher, CEO

Gallagher's North Carolina teams implemented a new work model geared toward flexibility, while ensuring coverage and access to clients. This includes a hybrid schedule, no meetings on Fridays, one summer work-from-anywhere week, and enhanced technology and communication tools.

HonorBridge

Winston-Salem | nonprofit

144 employees

Danielle Niedfeldt, CEO

The group, which arranges organ and tissue donations, broke ground on a new Chapel Hill office. It implemented more flexible work options and provided a "thank you bonus" for all colleagues.

Epes Logistics Services

Greensboro | transportation

205 employees

Jason Bodford, president

In May, the transportation company expanded in Georgia by acquiring A Cooper Logistics, based about 45 miles north of Atlanta.



TransImpact

Emerald Isle | supply chain

176 employees

Berkley Stafford, CEO

Pella Windows & Doors of North Carolina and Southwest Virginia

various locations | manufacturing

175 employees

Lee Way, owner

Chad Chimiak, general manager and vice president

A candidate reached out to Pella through social media and said he wanted to be employed in some capacity after observing employee engagement posts.

National Jewelry and Pawn



various locations | pawnshops

150 employees

Bob Moulton, president

Dauntless Discovery



Morrisville | consulting

85 employees

Peter O'Hara, CEO and co-founder

Jonathan Hanks, COO and co-founder

Dauntless Discovery doubled the size of its workforce in the past year, despite the ongoing effects of the COVID-19 pandemic.

L.J. Electrical Co.

Kinston | electrical contractor

260 employees

Warren B. Hudson, president and managing partner

The company partnered with a national contractor for a multitude of technical installations at a silicon carbide wafer plant.

BEST EMPLOYERS 2022

Ekos

Charlotte | craft beverage software

85 employees

Josh McKinney, CEO

The company raised \$21 million in a fundraising round completed in December.

National Coatings

Raleigh | commercial painting

117 employees

Zebulon Hadley, president and CEO

National Coatings implemented an entrepreneurial operating system, allowing it to redefine core values. The system also encouraged employees to hold each other accountable, finish internal projects with accurate deadlines and create a defined culture of success.

MEDIUM employers (25-50)

Lee & Associates

Raleigh | commercial real estate

37 employees

Moss Withers, CEO and principal

Founded in 2018, Lee & Associates was named the second-largest commercial real-estate broker in the area by the *Triangle Business Journal* in 2021.



Independent Insurance Agents of North Carolina



Cary | trade association

31 employees

Aubie Knight, CEO

In 2022, the association celebrates one year of InsurAcademy, a program to recruit people from diverse backgrounds into the insurance industry and provide them with scholarships for licensing certification.

The Brooks Group



Greensboro | sales training

33 employees

Gary Fly, CEO

The Brooks Group has retained all but one of its top performers and has continued to grow, adding talent to its team.

Martin Starnes & Associates, CPAs, P.A.

Hickory | accounting

67 employees

Victoria Martin, president and managing partner

The accounting firm has retained a majority of its employees by adapting to changing expectations as more work is done remotely. It also has met client needs among varying tax and accounting law changes and regulations.



Blackman & Sloop, CPAs, P.A.

Chapel Hill | accounting

38 employees

Andrea Woodell Eason, managing partner

Blackman & Sloop has focused on employee needs and improving benefits while continuing to expand the firm.

Graham Personnel Services



Greensboro | staffing

53 employees

Gary Graham Jr., CEO and president

Will Graham, COO and vice president

In 2021, the staffing company placed 6,000 people in jobs, had double-digit percentage revenue growth and opened a new office in High Point. This year, it opened its Asheboro office.

Dummit Fradin Attorneys at Law

various locations | law firm

47 employees

Jessica Culver, managing partner

Williams Mullen



various locations | law firm

64 employees

Calvin W. Fowler Jr., president and CEO

David F. Paulson Jr., managing partner, Carolinas

The law firm received its fifth consecutive perfect score on the 2022 Corporate Equality Index, a benchmarking survey on corporate policies and practices related to LGBTQ+ workplace equality.

Burns & McDonnell

various locations | construction and design

61 employees

Ray Kowalik, CEO

Last year, the Kansas City, Missouri-based construction company had a record-breaking \$5.7 billion in sales and worked on nearly 17,000 projects, supported by the growth of nearly 650 employees

Cornerstone United

Hickory | warranty services

62 employees

Richard Swartzel, CEO

During the peak of the COVID-19 pandemic, Cornerstone United moved its operations to be fully remote, allowing it to keep all employees on staff. It more recently implemented a hybrid schedule based on employee feedback.



DMJPS

various locations | law firm

48 employees

Ben Hamrick and Mike Gillis, Co-CEOs

Formerly Johnson Price Sprinkle PA, the firm merged with DMJ & Co. on June 1 to become a statewide CPA and advisory firm.

Stitch Golf Holdings



Apex | golf gear and apparel

50 employees

Brad King, CEO

Stitch Golf Holdings prides itself on its employees' loyalty to one another.

Wetherill Engineering

Raleigh | structural engineering

65 employees

Debora Wetherill, president; Eddie Wetherill, vice president

Working with the N.C. Department of Transportation, Wetherill is striving to provide more opportunities to small engineering firms in the state.

All American Entertainment

Durham | talent booking

35 employees

Greg Friedlander, co-founder and CEO

All American Entertainment is celebrating its 20th year in business. The company was listed in *Inc Magazine's* Best Workplaces.

STG Solar Co.



Pisgah Forest | solar energy contractor

30 employees

Mike Kilpatrick, CEO

This year, STG Solar achieved 720 megawatts of construction projects and expanded its services to include commercial rooftop solar.

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SMALL *employers* (1-25)

Huck Cycles

Cornelius | *electric bikes*

15 employees

Brett McCoy, founder and CEO

The electric bike retailer recently added a board of directors and new investors.



Dry Otter Waterproofing



Denver | *waterproofing*

20 employees

Kevin Sanders, CEO

Despite inflation and weather challenges, Dry Otter Waterproofing still reports growth in 2022.

Tayloe Gray Agency



Wilmington | *digital marketing*

22 employees

Nathan Tayloe, CEO

Tayloe Gray celebrated 13 years in business and purchased its 12,000-square-foot building in downtown Wilmington.

United Way of the Greater Triangle

Durham | nonprofit
24 employees
Eric Cuckian, CEO

United Way raised \$10.1 million for grassroots organizations in the Triangle fighting poverty and increasing social mobility.



Apparo Solutions Inc.

Charlotte | IT consulting
16 employees
Kim Lanphear, CEO

FX Airguns USA



Wilmington | air gun manufacturer
24 employees

McIlveen PLLC

Charlotte | law firm
21 employees
Angela McIlveen, CEO

The family law firm navigated work-from-home policies and online work, along with the court system's changing COVID-19 rules and regulations.

PresPro Custom Homes



Harrisburg | home builder
26 employees
John Sears and Josh Collins, co-CEOs

PresPro is on track to more than double its new home construction this year.

Mackenzie Ryan

Raleigh | staffing

15 employees

Ryan Carfley, CEO



Parrish & Partners

Charlotte, Raleigh, Greensboro | transportation engineering

19 employees

Ed Parrish, president

Parrish & Partners was selected to handle the civil engineering and site planning for a new jet manufacturing facility.

Granite Insurance

Granite Falls | insurance agency

24 employees

Cameron Annas, CEO; Chase Keller, president

Granite Insurance's commitment to leadership development has created strong leaders within the company, contributing to a culture of accountability.

Gibson Consultants

Wilmington | staffing

11 employees

Jim Gibson, president; Margaret Stamatis, COO

Gibson Consultants has been included in the *Inc. 5000* Top Private Companies list for five consecutive years.

Bespoke Sports & Entertainment

Charlotte | sports marketing

16 employees

Mike Boykin, CEO



Work's new look

These are key workplace trends identified by Brian Kropp and Emily Rose McCrae, two executives at the Gartner consulting firm, in a *Harvard Business Review* story earlier this year:

- Fairness and equity will be defining issues for organizations.
- Companies will offer shorter workweeks rather than increased pay.
- More managerial tasks are being automated.
- Tools enabling remote work will be used to measure performance.
- More employers will require full-time work at offices.
- Companies will add measures to assess workers' mental, physical and financial health.
- Chief purpose officer will become a new senior post at some corporations.
- Businesses increasingly view sitting as "the new smoking" and will press for more physical movement.
- Diversity, equity and inclusion outcomes may worsen because women and people of color prefer to work from home more than white men, data shows.

BEST EMPLOYERS 2022



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RIDE THE RAD

In 2019, hellbent on quality, veteran Brett McCoy set out on a quest to build a powerful, street-legal electric motorbike. Along the way, he built one of the region's most-innovative startup companies, Huck Cycles.

Each Huck is custom-built to order here in North Carolina. The Rebel Series (pictured) is a tribute to classic mopeds. The Overland is a well-crafted workhorse for riders with delivery, transportation, and next level utility gigs.

Every bike is hand-built, using as many locally-sourced materials as possible. No detail is spared. Think leather seats, sturdy stitching, retro styling, and an undeniable attitude. And, for a limited time, BNC readers can save 10% by calling 704-218-9497 and mentioning this ad. Visit huckcycles.com to schedule your test ride.

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INNOVATIVE PRODUCTS IN AN EXCEPTIONAL WORKPLACE

FX Airguns was originally founded in Sweden in 1999. Over the years, FX Airguns quickly became a dominating force and an industry leader in the airgun world due to their constant innovations and cutting-edge technology.

Inevitably FX grew into a global brand and in 2017, Evelyn Elvegaard (from Norway) with her husband Jonathan Tueller (from the US), visited the FX manufacturing plant in Mariestad, Sweden to inquire about their options for a potential collaboration with FX. Quickly the idea of expanding the FX customer base in the United States ensued and a partnership was formed.

FX Airguns USA was established in 2018, with Mrs. Elvegaard and Mr. Tueller at the helm. Their only employees were

CFO Alberto Gomez (with an extensive background in operations) and Ernest Rowe, a previous Navy engineer and a well renowned YouTube airgun tech.

Evelyn and Jonathan (with their entrepreneurial mindsets) had already built and managed several successful businesses in multiple industries. Including the food industry, marketing and media productions, the music industry, talent management, restaurant ownership, and property investments, when they decided to start up FX Airguns USA.

Early on, when Mrs. Elvegaard and Mr. Tueller joined forces and ventures, both having experienced toxic work environments, they agreed to one day create a foolproof system for procuring and nurturing a highly productive yet

happy workplace. The motivation for this was clear. “When I moved from Norway to America, I saw how stressed people were about keeping or losing their jobs. Too many lacked confidence in their job security, which I’d never experienced before. It was disheartening to see. In Norway, it’s hard to fire someone after they’re hired. For an employer, this has its pros and cons, but job security certainly removes much fear and allows for confidence in an employee and likely more honest dialogue between worker and management. This honest feedback is really a priceless commodity for an employer. The workplace becomes a breeding ground for progress when a job feels safe. Not to mention creating employee loyalty and talent retention.



BEST EMPLOYERS 2022



Unfortunately, American companies in growth are vulnerable because most larger operations are often hurting from a lack of downward transparency without even knowing it. For a company to be nimble, quickly progress, and move with the trends of its industry, it is imperative always to have the finger on the pulse of what the customer needs and wants. And what better way to learn that than through open dialogue between employees and management”.

So, when Mrs. Elvegaard and Mr. Tueller sat down to map out their future plans for FX USA, they established three goals: #1. Hire highly capable talent to keep up with the high standards that FX Sweden was displaying. #2. To become a \$50M company in 5 years, and #3. With Evelyn being from Norway and FX located in Sweden, they would build a company inspired by Scandinavian labor practices, creating a workplace where people would

be excited to come to work and know they had job security.

These days, the growing FX base in Wilmington, NC is the hub for all North and South American imports, R&D, customer service, warranty, and repairs, as well as having an expert team taking care of the global marketing of the FX Airguns brand. With doubling sales numbers year over year since its inception, constant positive feedback from their now 28 employees, and rapid expansion into a 27,000-square-foot building, they are well on their way to reaching their milestones.

Their proudest accomplishment though is the outstanding work environment at FX Airguns USA. “Everyone visiting our premises tells us how impressed they are with our workers, the professional standard they exhibit, and the genuine kindness they are met with. And as much as Jon and I work hard for the sake of our children and family, the

responsibility for our workers’ safety and happiness rests on our shoulders, and that responsibility is something we take very seriously”.

From the beginning, the Elvegaard-Tueller couple was always looking for people aligned with their vision of building something extraordinary. They needed exceptional workers, to build a workforce that would run with them and not stumble along the way. And with that in mind, they set out to hire the best and the brightest. “In all departments we hire for, we always look for positive, resourceful people with a problem-solving mindset. You don’t necessarily need a university degree to get our attention, but you sure need to display resilience and grit! It’s not an easy feat to be hired by us, but if you’re in, rest assured, you are safely a part of a hard-working, united and exceptional team.”

— Written by Jamie Eichler



866-639-0772 | FXAIRGUNS-USA.COM

BEST EMPLOYERS 2022

WORK-LIFE BALANCE

At IIANC, we strive to offer a great work environment so that our employees can provide the best service to our nearly 1,000 Trusted Choice® independent insurance agency member locations around the state. With a large focus on shared company values, office culture and morale, we ensure that our staff can achieve the ultimate work-life balance, including a flexible schedule with both remote and in-office work, fantastic benefits, an in-office gym, fun staff outings, and more. This year we are celebrating the first birthday of our initiative, InsurAcademy, where we recruit people from diverse backgrounds into the insurance industry and provide them with scholarships for licensing certification/vocational training to prepare them for their new careers while promoting them for employment opportunities with our members. Our staff is passionate and fully engaged in our mission to help independent agents grow their businesses throughout North Carolina.



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PROUD TO HELP CONSTRUCT THE FUTURE OF NORTH CAROLINA

Burns & McDonnell is a family of companies bringing together an unmatched team of 10,000 engineers, construction and craft professionals, architects, and more to design and build our critical infrastructure. Over the past 10 years, we've established roots in North Carolina serving a wide variety of industries with an integrated construction and design mindset. From life sciences and mission critical to electrical transmission and distribution and renewables, we are proud to serve clients throughout the state and provide our full suite of consulting, engineering and construction services across their project timeline.



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DEDICATED TO FAMILIES

The McIlveen Family Law Firm was founded by husband-and-wife team, Sean and Angela McIlveen. The foundation of the firm is a team of great people who give their all each and every day. McIlveen is committed to providing employees with a stable, healthy, challenging, and fun workplace. We provide employees with health insurance, dental insurance, malpractice insurance, pet insurance, 401k match, FSA, student loan assistance, tuition reimbursement, and unlimited paid time off. We also offer our own program, McIlveen Cares, where we provide employees with \$100.00 a month, they can use towards several things including dry cleaning, house cleaning, and a dog walker.

With 8 family law attorneys, dedi-

cated to only practicing family law, the firm has decades of combined legal experience. The team of family law attorneys handles all types of NC family law cases including divorce, child custody, mediation, high asset divorce, alimony, equitable distribution, property division, separation agreements, prenuptial agreements, grandparents' rights, domestic violence, adoption, surrogacy, and more. Our attorneys also handle other family matters including estate planning, wills, trusts, power of attorney, and probate.

Recognizing that most people going through a divorce or family law case, feel like everything in their life is out of control, the firm set out on a mission to educate our clients about the law, so that

they could make good decisions about their case. McIlveen clients have a team working on every case.

The McIlveen Family Law Firm is committed to maintaining a reputation for excellence and is focused on serving clients throughout North Carolina. The team is experienced in mediation and is often able to help you settle your NC divorce family law case without going to court. However, if a trial is necessary the experienced trial lawyers at the McIlveen Family Law Firm are ready to take your case to court and always strive to get you the best outcome possible.

The McIlveen Family Law Firm has offices in:

Gastonia | Charlotte | Raleigh



MCILVEEN FAMILY LAW FIRM
WHEN RESULTS MATTER

BEST EMPLOYERS 2022



DRIVING VALUE. CREATING NEXT

TransImpact is an industry leader in supply chain and transportation solutions that optimize operations, create efficiencies, and improve margin to transform business performance.

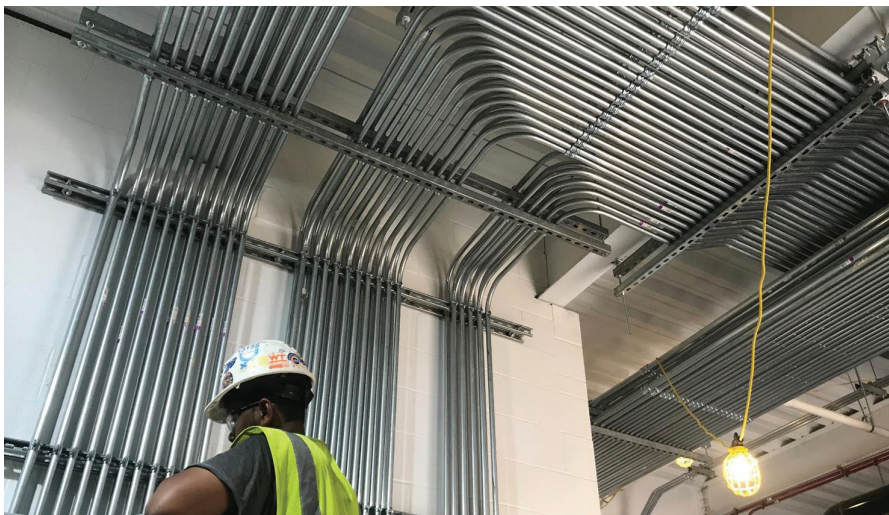
With the combination of our team's market expertise and our SaaS technology, we deliver practical, value-driven solutions including parcel contract negotiation, business intelligence analysis, and demand planning software.

We are relentless in driving bottom-line business impact and turning our clients into raving fans by providing the tools and exceptional service they need today with the pioneering ideas and innovations of tomorrow.



Kimberly Ladenthin, director of human resources | 252-764-2885

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BEST EMPLOYERS 2022



DMJPS + BE GREATER

Two North Carolina CPA & advisory firms have become greater as one. Johnson Price Sprinkle PA (JPS) and DMJ & Co., LLC (DMJ) merged to become DMJPS PLLC on June 1, 2022. JPS, now DMJPS, is honored to be named a **2022 Best Employers in NC**.

DMJPS is a tax, assurance, and advisory firm that routinely solves complex matters for individuals, privately-held businesses, not-for-profits, and corporations through a wide range of specialized solutions.

With a *NC mountains to the coast* footprint, the team of 140+ is taking DMJPS into the future using advanced technologies, specialized industry knowledge, and a strong commitment to meaningful client relationships.

Formed to create greater opportunities for clients, people and communities, the DMJPS culture is impressive.

DMJPS places a priority on its people. Team members enjoy shortened Fridays from mid-April through December 31 to promote work/life balance. Firmwide, individuals are supported and encouraged through an engaging team approach. And, with the new statewide footprint, the 'culture committee' is busy bringing opportunities for fun connection through new traditions and employee engagement apps.

DMJPS clients enjoy the benefits of a firm dedicated to remaining updated on timely and influencing laws and interpretations; using advanced technology; and, providing exceptional skill and knowledge with a

personal approach. At DMJPS, there is an uncompromising commitment to help position clients for success.

Community engagement is important at DMJPS. Each of the 7 offices are firmly rooted in their communities and value each community's well-being. Consequently, each office location determines its own focus areas based on their unique, local needs. The firm offers paid volunteer time and encourages individual team members to volunteer in areas of personal interest – from food drives to serving on nonprofit boards.

DMJPS is committed to be greater. Learn more about how they're positioned to lead into the future at [dmjps.com](https://www.dmjps.com).

DMJPS formed to make a positive impact by one guiding principle: be greater.



BEST EMPLOYERS 2022

FINDING YES



Williams Mullen is a business law firm with 440 employees in offices across North Carolina, South Carolina and Virginia. Our clients' success is at the forefront of what we do, and we are proud to have a strong team of attorneys and staff committed to providing exceptional client service. We know that Williams Mullen only succeeds when we foster an inclusive environment where our team feels supported, can contribute meaningfully and be their authentic selves. We offer our employees opportunities to learn, grow and find their own yes.

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BUILDING LASTING RELATIONSHIPS



"A Professional Association of Certified Public Accountants and Management Consultants"

Martin Starnes & Associates, CPAs, P.A. (MSA) is a premier CPA firm providing accounting and business advisory services to clients across the nation. Established in 1987, MSA serves both individuals and businesses including specializations in government, estate planning, manufacturing, family business and high net worth clients and is a leading provider of audit, tax, consulting, estate planning and financial accounting services.

At MSA, our philosophy of success stems from Doug Conant's quote, "To win in the marketplace, you must first win in the workplace". Our professionals are passionate and dedicated to delivering quality service and operate within a casual, corporate, collaborative and team-based environment with cutting-edge technology. MSA provides employee flexibility as well as wellness, community outreach and First 15 reading programs.

MSA builds lasting relationships based on mutual trust and proven results one client at a time.

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CHANGING THE PERCEPTION OF THE PAWN INDUSTRY SINCE 1987

National Jewelry and Pawn is a Triangle-based pawn retailer with 23 locations and 175 team members across North Carolina. For over three decades, National Pawn has been an industry leader, thanks to world-class customer service, bright modern stores, quality products, and countless satisfied customers, over 50,000 of whom have left positive Google Reviews.

They were recently named the 2022 winner of the Outstanding Community Relations Award by their industry's only trade association, the National Pawnbrokers Association. This

recognition stems from their commitment to community and a guiding principle of working to change the perception of the pawn industry one customer at a time. They were also named to the 2022 Best of Pawn Awards. In 2011, they won the Torch Award for Ethics in Business from the Better Business Bureau. Other past awards for the organization include Wells Fargo Integrity in Business Summit Award and Fastest 50 Companies in the Triangle.

Since 2012, National Pawn has donated tens of thousands of dollars and thousands of instruments to students in the communities where their stores

are located. These instrument donation events are always a highlight for the employees who attend them. Members of their team often say that the company's commitment to the community is one of the many reasons they love working at National Pawn.

National Pawn's services include buying, selling, and making collateralized loans on a wide variety of items, including fine jewelry, tools and equipment, electronics, luxury handbags, designer watches, and more.

nationalpawnshops.com



BEST EMPLOYERS 2022



EMPOWERING YOU TO BE SUCCESSFUL

Granite Insurance has been in business since 1936, proudly and happily serving the Catawba Valley, High Country, and beyond, by assisting them with their personal and commercial insurance needs. Helping families and businesses achieve financial success is our passion. Our primary goal at Granite Insurance is to help you, or your business, accomplish your goals and realize your dreams, even during unexpected events. Our team is here to help you analyze, design, execute, and monitor your risk management and insurance program. If you are simply looking to purchase insurance with no questions asked and no future follow up, we may not be the best fit for you. However, if you are looking for a true risk management relationship, with ongoing risk management advice specific to you or your business, you may have found yourself a new partner!

We are an independent insurance agency with one priority – you. We are here to make sure that the things that are the most important to you are protected through comprehensive risk management

and insurance coverage. Over the past seven years we have continued to grow our business by investing in quality team members who strive to empower our clients. We have found that a team approach can be an effective method of helping clients with a wide variety of needs as they navigate the complex world of insurance. We invite our clients to discover and experience the benefits of a diverse team that brings different educational interests, experiences, and strategies together for the benefit of our clients.

Our business insurance team serves a wide variety of industries, so we understand that one-size-fits-all does not apply when it comes to insurance. Some of the industries we work with daily include:

- Adventure & Entertainment Operators and Outfitters
- Professional & Amateur Sport Leagues and Clubs
- Haunted Attractions
- Contractors
- Manufacturers
- Trucking & Transportation
- Senior Living

Granite Insurance has been recognized as a 2022 North Carolina Best Employer. Management is excited for this accolade, and attributes it to an amazing team and wonderful clients and partners. As we continue to grow, we look forward to helping the members of our communities accomplish their goals and realize their dreams!

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Boone, NC 28607

ROCKINGHAM, NC

565 Rockingham Road
Rockingham, NC 28379

GREENVILLE, SC





The team at the New Bern office (above) and a recent commercial project completed in Colorado (right)



INTEGRITY, EXPERIENCE & QUALITY

For over 25 years, National Coatings has provided our customers premier, professional painting, sandblasting, and industrial coating services. We've worked on projects that cover a wide range of industries including retail, government, hospitality, healthcare, universities, schools, and multi-family. With our offices located throughout the US in Denver, Boise, Bozeman, and Raleigh, we are able to cover the nation. Some of our top jobs include Spanish Peaks in Big Sky, Montana; ENT Credit Union Headquarters in Colorado Springs, Colorado; and Cone Health Medical Center in Greensboro, NC. Though we pride ourselves on the quality of services we provide, our quality of work is only possible because of the dedication and integrity of our employees.

At National Coatings, we believe our team is our greatest asset, and we take pride in the work we do every day. Each of our valued employees brings a unique background and skillset, enabling us to serve customers with distinction through every step of our projects. As a company we strive to stand by our core values: team player, integrity, dedication, and the pursuit of excellence. It's a way of life for us and it carries into everything we do. We're not just a company, we are family. Investing in our employees means more than just offering a competitive salary; it means providing them a good work-life balance and ensuring they are successful on and off the clock. Offering flexible scheduling, access to benefits, annual team building activities, weekly lunches, holiday celebrations, and company-wide

recognition awards are just some of the ways we try to make certain our employees know how much they are appreciated and that we are investing in them. We are only as successful as the employees on our team. Without them, we would not be able to provide our customers with the first-class service that we perform.

LOCATIONS:

Raleigh – Corporate Office

Raleigh – Operations Office

Denver, Colorado

Boise, Idaho

Bozeman, Montana



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