



**#1** INDEPENDENT  
INSURANCE  
AGENTS OF  
NORTH CAROLINA  
Cary, nonprofit



## BEST OF THE BEST

Traditional company benefits like healthcare insurance and paid time off seem almost a given in today's workplace. To recruit and retain employees, companies are offering perks that include remote work, regular opportunities for bonuses and a few are sharing profits and have plans in place for employers to take part in ownership.

But it's not just money or time off. Companies are helping their employees achieve career goals with tuition assistance, career and personal coaching and fostering cultures that bring out the best in their workers.

In *Business North Carolina's* annual list of Best Employers in the state, several themes prevail: Many of the companies on the list emphasize flexible work schedules, involvement in the community and showing concern for employees with perks that include maternity and paternity benefits and on-site fitness facilities or reimbursement for gym memberships. There are also fun activities from outings to sporting events and happy hours to companywide trips to the Bahamas.

Topping the list in four categories, from small to extra large employers, are Independent Insurance Agents of North Carolina, Parrish & Partners, Barringer Construction and Davenport & Co.



## 1 INDEPENDENT INSURANCE AGENTS OF NORTH CAROLINA

*Cary, nonprofit* **Aubie Knight, CEO**

**EMPLOYEES: 36 | U.S. EMPLOYEES: 36**



A partner to 1,000 independent insurance agents, IIANC promotes work-life balance with flexible schedules, paid maternity and paternity leave and fun outings. The office is pet friendly, casual dress, free snacks and has ergonomical furniture. It also has a massage chair.



## 2 GRANITE INSURANCE

*Granite Falls, insurance* **Chase Keller, president; Cameron Annas, CEO**

**EMPLOYEES: 38 | U.S. EMPLOYEES: 38**



Granite closes its office two days per year for team-building and fellowship. Granite also offers flexible work schedules, unlimited remote work for qualifying employees and paid maternity and paternity leave. Employees took the first company-wide incentive trip last year to the Bahamas.



## 3 THE BROOKS GROUP

*Greensboro, business services* **Spencer Wixom, president & CEO**

**EMPLOYEES: 28 | U.S. EMPLOYEES: 36**



The Brooks Group builds its culture through weekly huddles, quarterly town halls, wedding/baby showers, and a well-stocked snack/coffee bar. There are also trips to Grasshopper baseball games, summertime work-from-home Fridays, and a wellness stipend for everything from massages to dietary supplements to sports league fees.



## 4 EVERBLUE

*Davidson, technology* **Chris Boggiano, president**

**EMPLOYEES: 21 | U.S. EMPLOYEES: 27**



This technology and automation company works at creating fun, celebrating wins and providing ERGs for veterans, LGBTQ+ employees and others. Workers without degrees are given time off for school. They have flexible work hours and the office closes between Christmas and New Year's.



## 5 JOHNSON INSURANCE SERVICES

*Mocksville, insurance* **Wes Johnson, CEO**

**EMPLOYEES: 21 | U.S. EMPLOYEES: 21**



With a 100% remote workforce, Johnson still provides flexible work schedules to promote a life-work balance. The company ensures they stay connected with regular meetings and outings, such as a day at a park. There are also group cooking classes, a recent one involving homemade pasta, and a banana pudding competition.

HEALTHCARE INSURANCE

401(K) OR PENSION PLAN

PAID TIME OFF  
DOES NOT INCLUDE SICK DAYS AND HOLIDAYS

PROFIT SHARING

TUITION ASSISTANCE  
INCLUDES CERTIFICATIONS, UNDERGRADUATE OR ADVANCED DEGREES

STOCK OPTIONS

REMOTE OR HYBRID WORK

% VOLUNTARY TURNOVER

FACILITY OR GYM FEES

*Cities indicate office location*



## 6 HERITAGE SIGNS & DISPLAYS

Charlotte, advertising, PR and marketing Joe Gass, president and CEO  
 EMPLOYEES: 23 | U.S. EMPLOYEES: 28



Heritage Signs has helped businesses brand both workplace interiors and event environments across the eastern United States since 1977. The veteran-owned business believes its diversity of talent, background and experience makes it a better company.



## 8 CAROLINA SMALL BUSINESS DEVELOPMENT

Raleigh, finance Kevin Dick, president and CEO  
 EMPLOYEES: 39 | U.S. EMPLOYEES: 39



This company works to maintain a diverse workforce that's committed to a work-life balance. Besides offering flexible work schedules, it offers partially paid maternity and paternity leave. Other perks include offering employees a pet insurance option. The company closes its offices down from Christmas Eve until after New Year's Day.



## 7 LYLE CONTRACTING SOLUTIONS

Atlantic Beach, construction Josh Lyle, president  
 EMPLOYEES: 16 | U.S. EMPLOYEES: 16



Construction typically has high turnover. Lyle Contracting shows employee appreciation by encouraging supervisors to treat workers doing well to breakfast or lunch or handing out on-the-spot \$15 Chick-fil-A cards. Summer outings include activities such as bowling or go-karts. Employees can bring dogs to work.



## 9 ZÖE DENTAL

Asheville, healthcare Perry Stamatiades, founder and CEO  
 EMPLOYEES: 19 | U.S. EMPLOYEES: 19



Free dental care is not the only reason employees smile. The organization supports community organizations and gives employees the opportunities for weekend trips, dinners out and shopping trips. Employees also have the chance to go on mission trips. Zöe Dental also holds free clinics twice a year.



## 1 PARRISH & PARTNERS

*Greensboro, engineering* Jeff Kirby, president

EMPLOYEES: 20 | U.S. EMPLOYEES: 59



This civil engineering firm has made the Best Employers list for six consecutive years. About 40% of employees have the ability to work remotely, but all can take advantage of flexible work schedules. Perks include Monday happy hours, frequent lunch outings and tickets to sporting events and other entertainment.



## 3 CATAPULT EMPLOYERS ASSOCIATION

*Charlotte, business* Cheryl Richards, president and CEO

EMPLOYEES: 74 | U.S. EMPLOYEES: 74



Recruiting division plays a key role in advancing DEI efforts and helps create a workforce where employees feel they belong. Employees can volunteer in the community without losing pay or vacation time. About 93% work remote, and all can take advantage of flexible work schedules.



## 2 ELECTRIC SUPPLY & EQUIPMENT CO.

*Greensboro, electrical products and automation* Brad McCormick, president and CEO

EMPLOYEES: 114 | U.S. EMPLOYEES: 114



Peers can recognize each other for doing an exceptional job with "Es-sie Bucks," which can be redeemed for PTO or cash. Thanksgiving and Christmas parties are a holiday highlight. The company is also involved with United Way. The chili cookoff brings out competitive spirit and prizes for the best chili.



## 4 LIFESTORE FINANCIAL GROUP

*West Jefferson, banking* Robert (Bob) Washburn, president and CEO

EMPLOYEES: 111 | U.S. EMPLOYEES: 111



Daycare assistance and college scholarships for employees' children are two unique perks. Staffers get free checking, a safety deposit box and ID protection services. About 9% of employees work a hybrid remote schedule. Employees have casual dress days. Employee Easter egg hunts include hidden sweet treats and cash.

## 5 MARTIN STARNES & ASSOCIATES

*Hickory, accounting* Victoria Martin, president

EMPLOYEES: 67 | U.S. EMPLOYEES: 67



Super Bowl, Valentine's Day and St. Patrick Day parties help keep things fun. Employees who pass exams and achieve certifications get bonuses and cards to take their families out to a nice dinner. About 6% of employees work remotely.



HEALTHCARE INSURANCE



401(K) OR PENSION PLAN



PAID TIME OFF  
DOES NOT INCLUDE SICK DAYS AND HOLIDAYS



PROFIT SHARING



TUITION ASSISTANCE  
INCLUDES CERTIFICATIONS, UNDERGRADUATE OR ADVANCED DEGREES



STOCK OPTIONS



REMOTE OR HYBRID WORK



% VOLUNTARY TURNOVER



FACILITY OR GYM FEES

Cities indicate office location

## 6 WETHERILL ENGINEERING

Raleigh, engineering

Greg Purvis, president and CEO

EMPLOYEES: 94 | U.S. EMPLOYEES: 24



Frequent employee lunches and ice cream parties help build camaraderie, as do employee-led hikes around Lake Johnson. Employees can work flexible schedules and take volunteer leave with pay for community service. Employees also get tickets for sporting events and other entertainment events.



## 7 GRAHAM PERSONNEL SERVICES

Greensboro, staffing Gary Graham, president

EMPLOYEES: 50 | U.S. EMPLOYEES: 50



Quarterly bonding events take place in offices to keep employees connected. There are also summertime cookouts. Bonuses are given out throughout the year and employees have a platform to award points to their peers, who can earn cash awards. Monthly birthday cakes celebrate all employees. Graham offers flexible work schedules.



## 8 WINGSWEPT

Garner, technology Jay Strickland, CEO

EMPLOYEES: 71 | U.S. EMPLOYEES: 84



Monthly bonuses are awarded as part of a profit-sharing program. Twenty-four percent of employees work remotely, but all can take advantage of flexible work hours. Full-paid maternity and paternity leave. Eight hours paid time for volunteering. Events like Office Olympics, Lake Day and chili cookoff promote camaraderie.



## 9 CAROLINA THERAPY CONNECTION

Greenville, healthcare Cindy Taylor, founder

EMPLOYEES: 88 | U.S. EMPLOYEES: 88



Employees have flexible four-day workweeks and team-building events centered around fitness and wellness. Employees bond around quarterly events like attending baseball games or office food trucks. Team members can nominate others for prizes. There are also monthly potluck dinners.

## 10 STG SOLAR

Pisgah Forest, construction

Mike Kilpatrick, president

EMPLOYEES: 21 | U.S. EMPLOYEES: 115



Team lunches, holiday parties and community involvement help employees bond. Ten percent of employees work remotely, although some of them will drive out to job sites. Considering a summer internship program in 2026.



## 11 HIGHLAND ROOFING COMPANY

Wilmington, construction Jeanette Omdalen, CEO and owner

EMPLOYEES: 86 | U.S. EMPLOYEES: 86



Quarterly safety raffles award six employees \$500 and about half of employees have company vehicles with drive-home privileges. There are also quarterly lunches, college football outings and a big Christmas party. Well-behaved dogs are always invited into the office.

## 12 TRP SUMNER

Fayetteville, accounting

Taylor Stephenson, managing partner

EMPLOYEES: 89 | U.S. EMPLOYEES: 94



Employees can earn commissions for bringing in clients and bonuses for employee referrals. They also get bonuses for passing CPA exams. There are also activities during the busy tax season, a fall festival and Christmas party. Full-paid maternity leave. Ten percent of employees work remote.



## 13 CHAMPION CREDIT UNION

Canton, banking Jake Robinson, president and CEO

EMPLOYEES: 109 | U.S. EMPLOYEES: 109



Fifty-three percent of employees work hybrid-remote schedules and are required to work in the office two days per week. Employees receive performance-based bonuses and merit-based pay increases. Employees also meet with financial advisers for free. Fully-paid maternity and paternity leave.



## 14 JACKRABBIT TECHNOLOGIES

Huntersville, technology Tracey Chantry, director of human resources

EMPLOYEES: 125 | U.S. EMPLOYEES: 125



This 100% remote company gets together at Charlotte Knights baseball games, an in-person, two-day annual meeting, and an annual Ronald McDonald House beautification day. After 10 years, employees get a four-week, paid sabbatical. They also get 40 hours per year for caregiver care.



## 15 DMJPS

Greensboro, accounting Mike Gillis and Drew Haddock, Co-CEOs

EMPLOYEES: 148 | TOTAL U.S. EMPLOYEES: 148



Flexible schedules April 15 through Dec. 31. Four percent fully remote, majority of employees work hybrid-remote schedules. Book clubs, chili cookoffs, Super Bowl parties, family days and holiday parties keep workers connected. Employee recruitment bonuses of up to \$4,000, and \$2,000 CPA license bonus.



## 16 THE SALES FACTORY

Greensboro, advertising Ged King, CEO

EMPLOYEES: 58 | TOTAL U.S. EMPLOYEES: 58



Twenty percent of employees work remote, although others have hybrid schedules and all have flexibility. Employees connect at minor league baseball outings, team field days and all-out New Year's party. Employees receive quarterly and annual bonuses. Full-paid maternity and paternity leave and adoption benefits. Company matches employee charitable contributions.

 HEALTHCARE INSURANCE

 401(K) OR PENSION PLAN

 PAID TIME OFF DOES NOT INCLUDE SICK DAYS AND HOLIDAYS

 PROFIT SHARING

 TUITION ASSISTANCE  
INCLUDES CERTIFICATIONS, UNDERGRADUATE OR ADVANCED DEGREES

 STOCK OPTIONS

 REMOTE OR HYBRID WORK

 % VOLUNTARY TURNOVER

 FACILITY OR GYM FEES

Cities indicate office location



## 17 SUMMIT CREDIT UNION

*Greensboro, banking* Jay Strickland, CEO

EMPLOYEES: 109 | U.S. EMPLOYEES: 109



Each department has a lunch budget to build up morale. Other employee connections come during a Memorial Day cookout, annual car show and all-staff enrichment day. Employee recruitment targets under-represented communities. The Summit Cares Fund helps employees who have suffered hardships beyond their control, with the company contributing \$10,000.



## 20 ACCELERATE THERAPY PERFORMANCE

*Salisbury, healthcare* Delaine Fowler, CEO and owner

EMPLOYEES: 66 | TOTAL U.S. EMPLOYEES: 66



About 90% of employees work remotely, and all can take advantage of flexible hours. Employees are recognized with tax-free gifts. Employees bond over trivia games, athletic training month and physical therapy month.

## 18 REVELS TURF AND TRACTOR

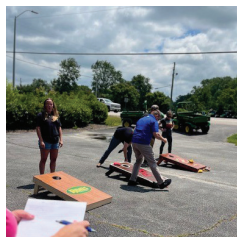
*Fuquay-Varina, lawn equipment and service*

Anthony Revels, CEO

EMPLOYEES: 43 | TOTAL U.S. EMPLOYEES: 99



Employees work in a new building and have activities from corn hole to food trucks to monthly lunch meetings to help bond. Employees can also take advantage of fitness classes and financial coaching. Employees have flexible work schedules and sometimes get tickets to sporting and other events.



## 21 CORNERSTONE UNITED

*Hickory, insurance* Keith Townsend, president

EMPLOYEES: 65 | TOTAL U.S. EMPLOYEES: 65



Half of the employees work remote. Employees bond over food trucks, summertime barbecues and holiday parties. Employees also get four free counseling sessions for legal or financial matters.



## 19 SOUTH ATLANTIC PACKAGING

*Winston-Salem, manufacturing* Julian Bossong, CEO

EMPLOYEES: 31 | TOTAL U.S. EMPLOYEES: 98



South Atlantic had an injury-free year in 2024. The company helps build camaraderie among employees with events mostly around sports, but also has awareness events focusing on heart health and breast and prostate cancer. About 5% of employees work remote and another 15% have hybrid schedules.



Cities indicate office location



## 1 BARRINGER CONSTRUCTION

*Charlotte, construction* Tim Miller, president and CEO

N.C. EMPLOYEES: 191 | U.S. EMPLOYEES: 191



Summertime Fridays at Barringer may include grilling out, lunches or happy hours. Perks include gifts for milestone anniversaries and a policy to close early the day before a holiday. Employees with common interests — from App State alums, exercise, Bible study, women and more — can share through groups. Pet insurance offered.



## 2 ASPIDA

*Durham, insurance (non healthcare)* Lou Hensley, president and CEO

N.C. EMPLOYEES: 159 | U.S. EMPLOYEES: 160



About 80% of Aspida's workforce are millennials or Gen Z. Workers connect through corporate kickball and volleyball leagues. Aspida offers full-paid maternity and paternity leave, plus pet insurance. Its Make Your Mark program allows peers to recognize coworkers. Workers have flexible schedules and free, catered lunches every Tuesday.



## 3 BRC

*Greensboro, accounting* Alisa Moody, CEO

N.C. EMPLOYEES: 211 | U.S. EMPLOYEES: 224



A party marks the end of tax season. There's also an annual family picnic at the N.C. Zoo. March in March sees employees compete in teams for getting steps in. CPA certification recipients get medals. The Be Real Challenge encourages employees to be their authentic selves. Twenty-six percent of employees work remote.



## 4 LANDMARK BUILDERS

*Winston-Salem, construction* Randy Elliott, president

N.C. EMPLOYEES: 167 | U.S. EMPLOYEES: 196



Landmark began its ESOP program this year, its 50th year of operation. The company offers a "flex Friday" summer program to give employees a headstart to the weekend. Camaraderie is built at annual family picnics and family outings to sporting events and activities like Top Golf, vineyards and go-karts.

## 5 BRUNSWICK ELECTRIC

*Supply, utilities* Joshua Winslow, CEO

N.C. EMPLOYEES: 191 | TOTAL U.S. EMPLOYEES: 191



Employees bond through outings at Myrtle Beach Pelican games, bowling nights and milk and cookies with Santa. Employees have flexible work schedules and 40% can work hybrid remotely. Women in Rural Electric Distribution, or WIRED, is one ERG. Employees get a \$25 annual bonus for each year worked.



## 6 HONORBRIDGE

Chapel Hill, **healthcare** Danielle Bumarch, president and CEO  
**N.C. EMPLOYEES: 226 | TOTAL U.S. EMPLOYEES: 226**



Baseball games, family picnics and holiday lunches are just some of the ways employees bond outside the office. About 8% of employees work remote, but all of them are able to take advantage of flexible work schedules. The "Give a Wow" program recognizes employees over several categories.



## 7 CHAPEL HILL TIRE

Chapel Hill, **auto repair** Marc Pons, president  
**N.C. EMPLOYEES: 173 | TOTAL U.S. EMPLOYEES: 175**



Employees get discount rates for vehicle maintenance and favorable work schedules. Employees build camaraderie through volunteering together, attending Durham Bulls game, Drive Shack Golf and go-carts. The company encourages employee side hustles and tries to give them business.



## 8 EPES LOGISTIC SERVICES

Greensboro, **transportation** Jason Bodford, president  
**EMPLOYEES: 135 | U.S. EMPLOYEES: 169**



Extra efforts come with monetary bonuses. About 10% of employees work remote, but everyone can take advantage of flexible hours. Fully paid maternity, paternity leave and adoption benefits. Workers also get perks like sports and entertainment tickets. Management cooked three times for employees last year. A yoga instructor visits weekly.



## 9 TRANSIMPACT

Emerald Isle, **technology** Berkley Stafford, CEO  
**EMPLOYEES: 50 | U.S. EMPLOYEES: 173**



Workers bond over coffee with a co-worker and Friendsgiving events. Other perks include 20 hours of paid time off to volunteer in the community. About 40% of workers are remote, but all can take advantage of flexible hours. Birthdays are celebrated with \$100 gift cards.

- HEALTHCARE INSURANCE
- 401(K) OR PENSION PLAN
- PAID TIME OFF  
DOES NOT INCLUDE SICK DAYS AND HOLIDAYS
- PROFIT SHARING
- TUITION ASSISTANCE  
INCLUDES CERTIFICATIONS, UNDERGRADUATE OR ADVANCED DEGREES
- STOCK OPTIONS
- REMOTE OR HYBRID WORK
- % VOLUNTARY TURNOVER
- FACILITY OR GYM FEES

Cities indicate office location



## 1 DAVENPORT & CO.

*Greensboro, finance* *Cecelia Anderson, vice president*

**EMPLOYEES: 36 | U.S. EMPLOYEES: 514**



Based in Richmond, Virginia, Davenport employees take annual outings to places like Top Golf, while also shutting down at 4:15 p.m. on Fridays. Davenport matches employee's charitable giving, offers paid maternity and paternity leave and offers a fertility benefit. Average tenure at the company is 12 years. 100% employee owned.



## 4 DOGWOOD STATE BANK

*Raleigh, banking* *Steve Jones, CEO*

**EMPLOYEES: 150 | U.S. EMPLOYEES: 255**



Flexible work schedules, casual Fridays and three hours paid leave for volunteer work are some perks. Others include full pay for maternity, paternity and adoption leave. Employees are eligible for healthcare insurance on the first day. Department leaders recognize milestones with lunch or dinner. DEI workshops are held twice a year.



## 2 SHOOK CONSTRUCTION

*Apex, construction* *Ryan Levesque, vice president*

**EMPLOYEES: 30 | U.S. EMPLOYEES: 450**



Wellness program allows workers to reduce insurance premiums or gain HSA contributions. The company is now planning a fourth mission trip. Quarterly outings at places like Top Golf or Durham Bulls games build camaraderie. Anniversary milestones come with money. Full maternity and paternity pay and pet insurance benefits are other perks.

## 5 BURNS & MCDONNELL

*Charlotte, engineering* *Paul Pansing, branch manager*

**EMPLOYEES: 132 | U.S. EMPLOYEES: 10,000**



This 100% employee-owned company offers flexible work hours, sabbatical leave and full-paid maternity and paternity leave, and adoption benefits. Employees also can earn either \$60 or \$80 monthly for hitting wellness goals. ERGs exist for women, veterans, hispanics, Asian and Pacific Islanders and LGBTQ+. About 8% of employees work remote.



## 3 WILLIAMS MULLEN

*Raleigh, legal* *David F. Paulson Jr., regional managing partner*

**EMPLOYEES: 70 | U.S. EMPLOYEES: 452**



Healthy heart week gets this legal team thinking about wellness and good choices, while Santa always visits their annual Winter Wonderland. Flexible work hours and full-paid maternity leave, partial-paid paternity leave are other perks. Three ERGs — Attorneys of Color, LGBTQ+ and Women's Initiative — demonstrate a commitment to culture.



## 6 SWINERTON

**Charlotte, construction** *Kevin Smith, vice president and division manager*

**EMPLOYEES: 75 | U.S. EMPLOYEES: 4,500**



A 100% employee-owned company, employees have monthly volunteer opportunities, quarterly happy hours and an annual field day. ERG groups cover veterans, working parents, women, LGBTQ+, Latin, Black and Asian and Pacific Islanders. Approximately 25% of employees can work remote.



## 7 HITT CONTRACTING

**Raleigh, construction** *Sam Holbrook, vice president*

**EMPLOYEES: 27 | U.S. EMPLOYEES: 1,876**



Employees bond through summertime food truck Fridays, volunteering during work hours and a minimum \$63,000 "living wage." A decades-old tradition has new hires arranging Friday afternoon happy hours. Employees with a new child in the family can expect a Lego truck filled with toys, books and congratulatory handwritten notes.



## 8 GALLAGHER

**Morrisville, insurance** *John Tournet, CEO, US*

**EMPLOYEES: 100 | U.S. EMPLOYEES: 18,500**



Family field days, Thanksgiving potlucks, pancake breakfasts around the holidays all build a bond between workers. Gallagher offers flexible work schedules, opportunities to volunteer during work hours and company match of charitable donations. A culture of inclusivity allows workers to bring their authentic selves to work, spurring innovation and creativity.



## 9 FIRST BANK

**Southern Pines, banking** *Adam Currie, CEO*

**EMPLOYEES: 1,133 | U.S. EMPLOYEES: 1,449**



A recent sponsorship of the Carolina Hurricanes means employees have a chance for free tickets to games and other programs make discounted tickets available for the Biltmore House, zoo, theme parks, sporting events and more. Employees have flexible work schedules and get a 6% match on their 401(k). Twenty-five percent of employees can work remote.



## 10 NC FARM BUREAU

**Raleigh, property-casualty insurance** *Shawn Harding, president*

**EMPLOYEES: 2,073 | U.S. EMPLOYEES: 2,073**



Employees who earn insurance or professional designations also get monetary and vacation day awards. Employees take greenway wellness walks together and participate in volunteer activities. Other perks include flexible work hours, full-paid maternity, paternity and adoption leave. Employees also have an opportunity for tickets to sporting events, entertainment or other activities.



**BE GREATER**

DMJPS PLLC is honored to be recognized as one of the best employers – a reflection of our people-first culture and commitment to Be Greater. We are powered by our people, committed to lasting relationships and solutions, and ready to meet you where you are.

As a U.S. Top 200 tax, assurance, and business advisory firm, we deliver specialized solutions with industry focused knowledge to privately held businesses, organizations, and corporations across North Carolina and beyond. With more than 165 professionals in seven locations, we are deeply rooted in the communities we serve – from the mountains to the coast.

Our mission is simple: DMJPS empowers through expertise, delivering personalized, proactive solutions that build trust, drive innovation, and inspire our people, clients, and communities to **Be Greater**.



**LEARN, GROW, AND FIND YOUR OWN YES**

Williams Mullen is a business law firm with 450 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.

We celebrate the inclusion in *Business North Carolina's* Best Employers.

# BEST EMPLOYERS 2025



## STRENGTH • STABILITY • LONGEVITY

Davenport & Company is proud to be included on Business North Carolina Magazine's 2025 Best Employers in North Carolina list. At Davenport, we believe that wealth management is timeless. Opportunities arise, trends change, and technologies evolve—but the fundamentals of investment research and management remain. With an emphasis on building wealth together, our financial advice and personal service are the foundation of our success with individuals and institutions across generations.

Davenport is an independent, employee-owned firm, founded in Richmond, Virginia in 1863. Since our founding, we have experienced nearly every kind of financial market and we have learned the importance of balancing stability and innovation in a dynamic environment. We recognize that there is more to our business than delivering high-quality financial services; it is about building meaningful relationships. Our more than 450+ associates, across four states, maintain a discipline of putting our clients' needs

ahead of our own and delivering products and services that meet their goals.

We offer a comprehensive set of resources including financial and retirement planning, asset management, stock and bond brokerage, research, public finance, and corporate finance. Our boutique money management division, Davenport Asset Management, has emphasized long-term investing across a variety of disciplines in separately managed accounts for more than 30 years, and offers six publicly available mutual funds, recognized in the New York Times and Wall Street Journal.

We are committed to the communities in which we live and work. Davenport Shares, our employee-run philanthropic initiative, actively supports local organizations and dedicates company time and resources to projects that enhance the vibrancy and quality of life in our communities.

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## CPAs for the 21st Century



For more than 50 years, TRP Sumner has been committed to one overarching mission: serving clients with the utmost integrity and focus on enhancing their financial future. As CPAs, we offer first-rate tax, assurance and accounting services. And we've been recognized by *INSIDE Public Accounting* as a Top 500 firm in the nation. But what truly distinguishes TRP Sumner is the scope and impact of the services we offer, our business sector expertise ... and our people!

### Imagine More

At TRP Sumner, we work in partnership with our clients to provide a broad

spectrum of financial and management advisory services that optimize the growth and productivity of their business. As critical thinkers and problem solvers, we're part of the solution to greater profitability for all types of businesses.

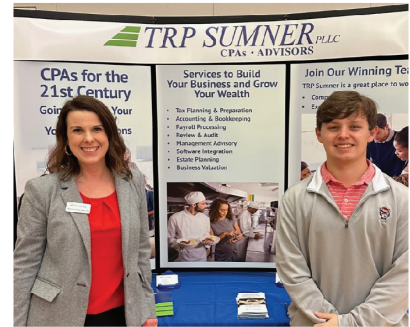
### Their Business. Our Niche.

We tailor our tax, accounting and advisory services for specific industries, including agri-business (with our dedicated Farm Team), construction/real estate, government contracting, healthcare, hospitality, manufacturing, professional services and non-profits. Thanks to our in-depth knowledge of the operations and unique tax/financial requirements in different industries, we help our clients grow, thrive, overcome specific challenges and gain a competitive edge.

### Opportunity Rocks

High on the 'list' of reasons TRP Sumner stands out is our extraordinary commitment to our people. We've created a respectful, stimulating and rewarding work environment, where every individual is nurtured, valued and supported. Our robust intern, coaching, mentoring and leadership programs help team members learn the ropes and climb the ladder.

Their contributions count, and their work-life balance matters. As a result of our unparalleled employee-focused efforts, we're able to attract and retain great people. And great people provide great service.



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TRPSUMNER.COM • OFFICES IN DUNN AND FAYETTEVILLE



## BEST EMPLOYERS 2025



# WE LIKE CALLING NORTH CAROLINA HOME

Thank you, Business North Carolina, for recognizing North Carolina Farm Bureau as one of North Carolina's Best Employers 2025! From our headquarters in Raleigh to our offices in all 100 counties, our employees are our best asset, faithful to our dedication to serving the needs of members with honesty and care.

In 1953, North Carolina Farm Bureau Insurance Company was formed to provide insurance to North Carolina farmers and rural communities, and today we proudly operate offices in all 100 counties, serving customers statewide. While our roots were in farm insurance, today we are one of the largest providers of home and auto insurance in North Carolina, and we annually rank among the very best insurance companies in the nation for customer satisfaction. Relationship-building and support is the driving force behind North Carolina Farm Bureau Insurance Company, which stands by three principles and commitments that have served as an inspiration and model for leadership and management:

-We strive to provide reasonably priced products tailored to meet the needs of North Carolina Farm Bureau members.

- We choose to deliver our products through local service, administered with care and concern by our agency force and employees.

-Our mission is to manage our company to achieve planned growth with a focus on financial strength and stability.

In 2026, North Carolina Farm Bureau Federation will celebrate 90 years since it was founded in Pitt County. North Carolina Farm Bureau Federation was formed in 1936 as a non-profit general farm organization to serve farmers and provide a unified voice for the interests and needs of the farming community. Today, North Carolina Farm Bureau stands as the Voice of Agriculture in North Carolina and serves as an advocate for our members at the local, state, national, and international levels – providing educational, economic, public affairs, marketing, and various other services to our members. Over

the years, North Carolina Farm Bureau Federation has grown into the largest general farm organization in the state with more than 600,000 member families, yet we remain true to our grassroots heritage and steadfast in our mission to advocate for farm and rural families

Please visit [ncfbins.com](http://ncfbins.com) to learn more about North Carolina Farm Bureau Mutual Insurance Company and [ncfb.org](http://ncfb.org) to learn more about North Carolina Farm Bureau Federation.



CHECK OUT OUR WEBSITE TO FIND AN AGENT IN YOUR COMMUNITY | [NCFBINS.COM](http://NCFBINS.COM)



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## INTEGRITY & DEPENDABILITY SINCE 1975.

For 50 years, Landmark Builders has proudly served the Southeast as one of the region's most respected commercial general contractors. Headquartered in Winston-Salem, N.C., with three additional offices across the Carolinas, Landmark delivers tailored construction solutions from ground-up construction to complex renovations. Our employees have shaped our success, and the launch of our Employee Stock Ownership Plan (ESOP) reflects our commitment to them. With a strong culture and a legacy built on integrity, service, and dependability, Landmark is the partner you can trust to build with confidence.

To our dedicated employees—thank you for being the foundation of it all.



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## AT IIANC, WE'RE NOT JUST COLLEAGUES, WE'RE A FAMILY.

At IIANC, we foster a culture where employees thrive. As the strategic partner to nearly 1,000 independent insurance agencies across North Carolina, we prioritize work-life balance with flexible schedules, remote options, and outstanding benefits. Our in-office tranquility room, wellness initiatives, and team-building events create a supportive and engaging workplace.

At the heart of our success is a strong, values-driven culture. IIANC has six core values that guide everything we do, from how we interact as teammates to how we serve our members and make key business decisions: **Act with Integrity, Demonstrate Professionalism, Pursue Innovation, Foster Collaboration, Take the Initiative, and Be Responsive.** These principles shape a unified, purpose-driven team committed to making a meaningful impact.

Our InsurAcademy program is a game-changer in workforce

development, designed to attract and train new talent for the insurance industry. This innovative initiative offers a fast-track, intensive learning experience that prepares individuals for successful careers in independent agencies throughout North Carolina. InsurAcademy's success has led to its expansion into other states, serving as a national model for solving the industry's talent crisis and creating new career pathways.

101 Weston Labs, our national insurtech accelerator launched in 2023, continues to drive industry innovation and shape the future of independent insurance. It has welcomed numerous forward-thinking entrepreneurs in their effort to build scalable insurtech startups focused on enhancing independent agencies. The program has earned national recognition and attracted interest and investments from companies nationwide.

IIANC is proud to lead the nation with our investments in cutting-

edge technology, equipping our team and member agencies with the tools and platforms needed to stay competitive in a rapidly evolving digital landscape. From internal systems that streamline operations to member-facing tools that drive efficiency and growth, our commitment to innovation keeps us, and those we serve, at the forefront of the industry.

Our team embraces IIANC's vision: leading independent agencies into a prosperous future by fostering change and providing forward-thinking solutions. Passionate about helping agents succeed, our employees find real fulfillment in their roles. We invest in professional development, mentorship, and industry events, ensuring continuous growth and connection.



## BEST EMPLOYERS 2025



## HR IS TOUGH. YOU DON'T HAVE TO GO IT ALONE.

At Catapult, we help you lead with confidence through membership or project-based HR support. With over 65 years as a trusted nonprofit employer association, a team of 50+ seasoned HR professionals and attorneys, and serving a community of more than 2,000 employers, we provide the tools, data, and practical advice you need to strengthen teams, engage employees, and drive real change. Access expert guidance, legal advice, leadership training, and workforce solutions—all from a team who genuinely cares. Learn more about services designed to fit your unique needs and partner with Catapult in the way that works best for your organization.

Cheryl Richards, President & CEO, with Catapult's Board of Directors.



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## POWERING A BRIGHTER FUTURE FOR EASTERN NORTH CAROLINA

Since 1939, Brunswick Electric has proudly delivered safe, reliable, and affordable energy to homes, schools, farms, and businesses across our region. Growing with our community, we've connected over 110,000 accounts while staying true to our commitment to enriching the lives of those we serve. We extend a heartfelt thank you to our dedicated employees for making Brunswick Electric a top North Carolina employer for the third consecutive year!



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## BEST EMPLOYERS 2025



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Barringer Construction is a Carolinas-based general contractor founded on a shared desire to revive a diminishing approach to construction services: one where handshakes hold great value, people are put first, and the act

of building is revered as a craft, not a commodity. 14 years, 3 offices, 1 alpaca (RIP Larry) and hundreds of iconic projects across the Carolinas later, it's not just our client-centered approach and high-quality craftsmanship that set

us apart – it's our team of unique and fun-loving leaders, problem solvers and creative thinkers who are dedicated to creating exceptional experiences centered around our customers, our communities and each other.

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## OUR GOAL: TO BE AMERICA'S GO-TO CONTRACT PACKAGER

South Atlantic Packaging, headquartered in Winston-Salem, is honored to be included in Business North Carolina's Best Employers in North Carolina. We specialize in getting products boxed, bagged, bundled and ready for retail for our customers that include leading national brands. With our core operations staff and leadership team based right here in North Carolina, our organization includes five stand-alone facilities, seven embedded operations and hundreds of team members working in Pennsylvania, Florida, Indiana and Texas, as well as our Winston-Salem site. We believe wholeheartedly that our people are the key to our organizational success and our mission to be America's Go-To Contract Packager!



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## WE DREAM OF A NORTH CAROLINA WHERE THERE IS ECONOMIC OPPORTUNITY FOR ALL.

Carolina Small Business Development Fund (CSBDF) is a statewide 501(c)(3) nonprofit certified Community Development Financial Institution (CDFI) that works to create economic opportunity for all. CSBDF's mission is to foster economic development in underserved communities by providing capital, technical assistance, and policy research to light the way for small businesses. As a small business partner, advocate, trusted guide, and accessible funding resource, CSBDF empowers entrepreneurs throughout the life cycle of their business. Since 2010, CSBDF has issued more than

\$120 million in small business capital through more than 3,100 loans and grants, helping to create or retain more than 5,300 full-time employees while delivering technical assistance to more than 6,000 unique firms.

In addition to its normal lending and research activities, CSBDF has three special programs designed to assist entrepreneurs in unique ways. The Western Women's Business Center (WWBC) meets the needs of entrepreneurs in a 22-county region of Western North Carolina through one-on-one business coaching, workshops, and access to capital. The WWBC team of experts offers support on a range of topics small businesses need to start and grow. Vivid Digital Classroom lights the way for entrepreneurs by providing technical assistance through free online courses designed to help small

business owners start, support, and grow their businesses. Vivid offers digital classes on a variety of small business topics in both English and Spanish, delivered by industry experts to help entrepreneurs achieve small business success. Programa Empresarial Latino addresses the specific structural challenges Latino entrepreneurs and small business owners experience when starting or growing their business, providing bilingual, comprehensive financial counseling and technical assistance.

CSBDF serves all 100 counties in North Carolina with Business Solutions Officers stationed throughout the state to help provide technical assistance and lending services to all NC entrepreneurs. CSBDF is headquartered at its main office in Raleigh, with offices also located in Asheville and Charlotte.



# Bridging Hope: The Heartbeat of HonorBridge



We are HonorBridge—the largest organ donation and tissue recovery organization in North Carolina, serving 77 NC counties and Pittsylvania County, VA. After four decades, we’ve partnered with over 100 hospitals, more than 200 transplant centers, and other essential partners to recover organs, eyes, and tissues from donors after death for transplantation and other life-enhancing procedures

But in practice, HonorBridge is so much more.



For Anna Flack, HonorBridge was a **bridge to hope** following her unborn daughter’s fatal fetal diagnosis of anencephaly. Through HonorBridge, Anna’s seemingly impossible wish to donate her baby’s organs became a reality, turning tragedy into a tale of generosity. Flack’s daughter, Corbyn Elizabeth Reign Colbert, was born on April 15, 2020. Her heart valves now beat within the chests of children once in need, her lungs propel local research forward, and her liver and kidneys fuel advancements in the Research Triangle and beyond. In the face of unimaginable loss, Corbyn’s parents find solace knowing that her impact transcends her time here on Earth.



For the Minsk family, HonorBridge served as a **bridge between heartbreak and healing** after the sudden loss of their 15-year-old daughter, Celina. A vibrant, joyful teen, Celina became a donor and saved five lives—including another teenage girl who received her heart. Two years later, the Minsk family met the recipient’s family and experienced a moment of profound comfort as they listened to Celina’s heartbeat once again.



Register Here

The stories of Anna Flack, Celina Minsk, and countless others exemplify the incredible impact of organ donation—but behind every success story at HonorBridge lies the dedication of our exceptional team, fully devoted to building connections that save and heal lives.

Now in our 40th year, our passion and purpose continue to make HonorBridge not just an organization, but a **bridge between loss and life**.



HonorBridge.org



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## We were just talking about that...

**Business North Carolina's** Chatter podcast serves up interviews with some of the Tar Heel State's most interesting people. Each week, we discuss business with the top decision-makers in the state.



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