

**Small/medium companies (Up to 250 employees)**

Rank	Company	Employees, company-wide	Employees, Tarrant County	Business	What It's Like to Work There
1	Satori Capital LLC	33	11	Investments	Values based on Conscious Capitalism. Optimal Living Program; free daily chef-prepared, healthy lunches; weekly on-site chiropractor and health advisor; guided meditation sessions; group workouts; yearly \$1,000 allowance for gym memberships and other fitness purchases. Biennial executive health screenings for each employee. Optimal Living Days program: guest speakers on wellness. Tuition reimbursement. Recognition programs. Fifteen paid vacation days. Adoption assistance. After-school programs for kids of employees. Eldercare assistance for employees with aging parents. Work from remote and flexible hours in place pre-COVID. Post-COVID: meetings virtual, new fit employee programs, temporarily converted chef lunches to home delivery. Birthday holiday and \$100 charitable gift.
2	BPS Technologies	38	24	Technology	New modern headquarters opened this fall. Benefits include 15 vacation days after one year. 401(k): 3% of salary per pay period regardless employee contribution. Those "just table stakes. For employees to really love working somewhere, they have to be fulfilled by their work."
3	VLK Architects, Inc.	209	99	Architect	West Seventh offices, Fort Worth. Focus on work-life balance, connecting to employees' passions. Every employee assigned a fellow mentor/mentee from another department. Regular chats between agency leaders and employees. Monthly Fireside Chat staff-wide Friday breakfast. Monthly VLK University staff meetings focus on lessons learned. Regular staff travel to conferences. Telecommuting options pre-COVID-19.
4	Koddi	165	75	Ad technology	Employees get to advance fast-growing firm's ad technology worldwide. Advanced tools. Benefits include unlimited vacation, new maternity leave policy, no vesting period 401(k), gym membership reimbursement. Post-COVID, employees received \$500 apiece for home offices; mental health resources and financial advice; \$100 health and fitness stipends September; child care/tutoring reimbursements up to \$800 monthly for working parents. Koddi won Bronze Stevie Award for Most Valuable Employer - North America for response to pandemic.
5	Tarrant Roofing	33	33	Roofing	Newly built headquarters with large break room, modern and spacious workspaces. Owner invested in modern, efficient tools. "Quality first and profit second." Promotes from within. Friday breakfasts, salesperson of month plaque awarded at one. Telecommuting options.
6	Construction Cost Management, Inc.	14	14	Cost estimation	Woman-owned. Quirky firm's offices above bar in historic Stockyards. Office dogs greet guests. Large number of staff international. Regular socials with ethnic food. Regular "Coffee with Katy" convos with owner. Unlimited vacation, nod toward travel needs of foreign-born staff. Owner says company proved during COVID it would maintain productivity by working remote. Robust college intern program fills pipeline. First-time health coverage installed 2020. 401(k) coming 2021.
7	MineralWare	25	25	Mineral management	Fast-growing tech firm provides substantial opportunity for advancement, generous rewards. Tech toolbag given each new employee. Telecommuting, flexible schedules in place pre-COVID. Newly built modern offices, largest tenant Fort Worth Club Tower. Fully-stocked café, collab rooms, TV lounges, arcade. Catered breakfasts, lunches. Corporate concierge. Casual dog-friendly work environment. Gym reimbursement, company bikes, Trinity Trails nearby. Team-building, happy hours. MineralWare of Fortune, four employees chosen to have lunch together monthly. Half-day Fridays once a month. Fort Worth Club on-site.
8	Gladney Center for Adoption	87	71	Adoption agency	Biggest intangible benefit of working at 133-year-old nonprofit: creating families daily, 33,000 children placed since 1887. Ample staff gatherings, recognition. Post-COVID: virtual staff lunches; increased town hall communications; "creative" ways to safely hold baby and wedding showers, appreciation lunches, retreat, flu shot clinics.
9	MediSource RCM	15	14	Revenue management	Women own more than half of company. Manages revenue cycles for medical practices. Set up to support remote work and to serve clients "from anywhere in the world." Company grew during COVID. Top cultural value is positive. "Those who try to impact culture through top-down mandates typically find that an approach of this nature will never yield constructive results." Work from home, flexible schedules. Casual office. Full slate benefits, including 10 days paid time off and nine paid holidays per year. Happy hours, parties, contests.
10	Worthington National Bank	53	53	Banking	Locally owned, growing, four-branch community bank. Flexible schedules. Employees tout work-life balance, caring for each other and customers, focus on family needs. Full slate benefits, including health coverage, bank-provided disability and life, generous 401(k) match, gym reimbursements. Casual Fridays, snacks and beverages, morning huddles, staff lunches, promoting from within, open door management policy.
11	Schaefer Advertising	44	44	Advertising	Agency's mission Make Life Better, for employees and customers. Offices in historic renovated building, Near Southside. Owner puts focus on families. Flexible schedules. Leadership in community encouraged. For 2021, agency supporting three organizations that serve marginalized communities. At start of COVID, owner hand-delivered Melt Ice Creams to all employees, including ones in Austin. Post-COVID, operating 50% in office, rotating days to protect staff. Created Silver Linings email string for employees to share gratitude. Staff baby showers. Four babies born to staff in last 10 months. Newly created moms' room, The Nest. Celebration for employees' work anniversaries include handwritten cards from all staff, converted temporarily to virtual for COVID. Annual "BooneDoggle" staff retreat.
12	Sutton Frost Cary LLP	42	42	CPAs	Four of eight partners are women. Women ownership percentage: 52.49. Focus on staffing adequately to allow work-life balance, volunteer leadership in community. Benefits include performance-based bonuses, company-paid health, vision and dental insurance, 3% profit-sharing contribution, maternity and paternity leave, and a CPA exam passing bonus. Telecommuting options.
13	University Building Specialties	40	40	Commercial doors	Family culture. At start of COVID, owner held meeting and told employees they were in no danger of losing jobs or hours. Work from home for family needs. Full slate benefits. Birthday celebrations, catered lunches, Thanksgiving potluck, catered Christmas breakfast.
14	Pacheco Koch Consulting Engineers, Inc.	227	67	Engineers	Team culture fostered through social opportunities and sports leagues and heightened through COVID, as the company closed its offices until mid-summer when it opened them up on voluntary basis. "It was not until recently that we have had all our staff back in the office full time, while ensuring proper sanitation and social distancing measures. We had to make sure that our employees felt safe and were kept safe." Daily video calls and virtual happy hours temporarily replaced face-to-face. Newly built Fort Worth offices at Waterside, off of Trinity Trails close to services, fitness options. First factor in location: where employees live. Benefits include generous, flexible paid time off, 401(k).
15	Muckleroy & Falls	53	53	General contractor	Family-owned company and orientation. Get-togethers include fish fries, chili cookoffs, axe-throwing happy hour, skeet shooting, Stock Show outing. Team celebrates wins with office gong. Through COVID, "we have celebrated the little things": cookie cake for National Chocolate Chip Cookie Day; tacos for National Taco Day; guacamole, salsa, and margaritas for National Guacamole Day. Uses M&F newsletter to celebrate engagements, weddings, newborns. Benefits include three weeks paid vacation "from Day One." New offices off of Trinity River at South University Drive have locker rooms and showers.

16	Comfort Experts, Inc	69	69	Heating and air conditioning	Family-owned company gives employees a boost in buying homes and cars, making their first payments. Flexible hours and work from home for office staff. HVAC techs work four-day weeks, line up for shifts based on system that includes customer reviews. Loves to hire veterans for their reliability. CEO a private pilot who uses planes to fly relief supplies into disaster areas.
17	Steele & Freeman, Inc.	78	78	General contractor	Fast-growing company relies on relationships to build business, does not do bid work. 23 Fundamentals drive interaction with each other and customers. Family-owned with family culture. Get-togethers include cookouts, Rangers games, clay shoots, bowling, Christmas party. On-site gym. Flexible hours. CEO hands out gift cards weekly to employees who receive customer praise, writes letters to families of new employees. Benefits include health coverage, 401(k), \$300 annual voucher for company logo merchandise. Owner has distributed minority shares to key employees.
18	D&M Leasing	200	90	Auto leasing and sales	Core of family-owned company's sales culture is relational: 70% of sales are from repeat customers. D&M system includes regular contact with customers through their lease terms. D&M contributes to numerous community causes. "Our team members love having the opportunity to serve others in their daily work." Benefits include health coverage and 401(k) with generous match.
19	McDonald Sanders, P.C.	43	43	Law firm	Firm offers long-standing history of stability. Encourages growth through involvement in outside organizations. New downtown Fort Worth offices traditional environment, turned out suited for COVID precautions. Flexible schedules for family needs. Expanded technology to accommodate virtual work and meetings. Full benefits.
20	Work Wear Safety Shoes	85	35	Safety footwear	Footwear company differentiates itself from traditional retailers in its training of employees to ensure product knowledge and best fit and strong relationships with corporate and institutional clients. Work from home and flexible schedules in place prior to COVID. Benefits include generous paid time off.
21	Cancer Care Services	34	34	Social services	Caring for each other is at the center of this nonprofit's culture. Moved to work from home and virtual communications "on one day's notice" this spring. Flexibility in work schedules. Created "safe space" to discuss "systemic racial inequity" during staff meetings, including stories from people impacted by racism. CEO Melanie Wilson asked staff to contact her with suggestions on how agency can provide more support for employees and clients of color. Went virtual with staff meetings, coffees, ran socially distanced beignet hour in parking lot of Near Southside offices.
22	Urban Air Adventure Parks	92	92	Indoor entertainment parks	Urban Air, which runs 150 trampoline parks, likes to let employees try new things "and push out of their comfort zone," CEO Michael Browning says. "What truly makes Urban Air different is the spirit of innovation and support. There are very few places where people are allowed to stretch their wings, try new things, and push out of their comfort zone. This isn't just allowed, but it's totally supported. People are cross-trained in multiple different areas, and if you are successful, you can move up the ladder quickly."
23	Warren Douglas Advertising	26	26	Advertising	Warren Douglas' quarters in an old renovated auto dealership fronting Fort Worth's West Seventh is at the heart of its culture. It features a grand piano in the lobby, recording studio, and fully stocked kitchen. The agency has invested in ensuring employees have the technology and office furniture to work from home. Benefits include health coverage for employees and their families, stipends for gym memberships and fitness classes, and tuition reimbursement. Pushed virtual by COVID-19, the firm has gone virtual with its Well Done awards and annual fantasy football league.
24	Fossil Creek Tree Farm and Nursery	34	34	Farm and nursery	Workplace and customer culture built on inspiring, educating and serving. Staff trained to ask customers about soil, sun, and gardening experience. Amid COVID-19, moved staff meetings outdoors and to packaged foods, shortened retail hours, and gave employees a three-day paid closure in June to recharge after the spring season. Also gave employees a \$250 bonus for an online course or to give to charity. Bought 1,000 hydrangeas and asked staff to give to customers. Bought a load of Nothing Bundt Cakes and asked staff and customers to give them to front-line workers.

**Large employer category (250 or more U.S. employees)**

Rank	Company Listing	U.S. employees	Employees, Tarrant County	Business	What It's Like to Work There
1	The Beck Group	800	100	Architect, general contractor	Culture built around values of integrity, caring, integration, and innovation. Strong benefits package focused on family, including parental leave and adoption leave. Beck School of Construction mentors minority and women-owned subcontractors.
2	Burns & McDonnell	6,699	121	Engineers	Burns & McDonnell is the only employee-owned company among our 2020 Best Companies. Company figures employee-owners, with a stake, are more empowered and make better decisions. Employee-owners direct charitable giving. Company has been listed on the Fortune 100 best workplaces. Strong benefits, training and mentoring, employee recognition programs, and community outreach. Company outreach includes STEM initiatives directed at young women.
3	Apex Capital Corp	302	277	Trucking finance	CEO David Baker, a private pilot and avocational race car driver, built trucking finance company around values of growth, connection, and fun. Ample financial rewards. Amid COVID-19, moved to a remote model. Home office stipend, online trivia tournament, monthly virtual townhalls, virtual 5K tied wellness and philanthropic interests together, internal courses virtual.
4	Olympus Property	427	125*	Multifamily real estate	Culture built around values of "Customer-Centered, Trust, Family, Teamwork, and Fun." Weekly "shout-out" emails, monthly birthday luncheons, leadership conference for business managers and maintenance leads, annual holiday party with staff flown in from around the country. "COVID-19 has prevented us from conducting these types of in-person events" this year. Company engaged employees through virtual happy hours, virtual leadership conference, virtual summertime sweepstakes, holiday goodie boxes. Founder Chandler Wonderly paid each employee nationwide \$1,000 extra during the peak of the pandemic to ensure financial stability.
5	Frank Kent Motor Company	500	168	Auto sales, real estate	Fifty-percent, woman-owned group of established and growing businesses still in Frank Kent family. Went to work from home and rotating days amid COVID. Casual, family-oriented. Monthly bonus plans. Weekly drawings for tickets to TCU and Texas Rangers games. Benefits include health coverage and 401(k) with match.
6	USHEALTH Group, Inc.	534	534	Insurance	COVID-19 sharpened company's culture of Helping and Serving Others. Employees outfitted with necessary technology and tools to work from home. USHEALTH's agents already had the technology. Downtown Fort Worth offices, opportunities for advancement. Full slate of benefits, including health coverage and 401(k) plan.

\* North Texas