



**A**tracting and retaining employees has never been more challenging, prompting companies to make unusual efforts to build strong workforces. *Business North Carolina's* annual list of Best Employers highlights companies that rank highly in their efforts to motivate teammates and draw strong employees.

The program recognizes the state's best places to work with a unique awards program for small, medium and large companies that are taking steps to build positive, enduring cultures. These companies will be honored during a June 22 dinner and awards ceremony at the Grandover Resort in Greensboro.

We partnered with the DataJoe market research company to create and implement a survey that polled employers and their employees. The survey covers essential workplace topics, including organizational health, leadership, engagement, work-life balance, pay, training, benefits and corporate social responsibility. Employment numbers are as of Jan. 1, 2023.



## EXTRA LARGE EMPLOYERS (300+)

### First Bank

*Southern Pines*

financial services | 1,470 employees

**Mike Mayer, CEO**



The biggest North Carolina-based community bank operates 118 offices across the Carolinas. During its "Good Deeds Week," First Bank gives \$20 to each employee and asks them to use the money to perform a good deed in the community. First Bank also matches employee donations to nonprofits and offers employees flexible work-from-home practices.

### Workplace Options

*Raleigh*

workplace consultant | 366 employees

**Alan King, president and CEO**

In more than 40 years of business, consultants at Workplace Options have worked with 116,000 organizations to help more than 79 million employees find solutions to workplace stresses. Programs support physical and emotional needs. Employees consult with businesses over corporate mindfulness, tobacco cessation and other issues.

### Furnitureland South

*Jamestown*

retail furniture store | 600 employees

**Jeffery Harris, president and CEO**

Billed as the world's largest furniture store, Furnitureland South partners with more than 1,000 manufacturers to sell products from a 1.3 million-square-foot showroom, which includes 300,000 square feet of outlet space. The company has an on-site fitness center.

### Wilmington Health

*Wilmington*

medical practice | 1,000 employees

**Jeff James, CEO**

The largest physician-owned and multi-specialty practice in southeastern North Carolina helps develop new treatments and medications for patients with more than 50 clinical trials underway. The company's vision is to develop collaborative solutions that demonstrate quality, reduce the cost of care and improve the patient experience.



## LARGE EMPLOYERS (76-299)

### Aspida

Durham

insurance company | 130 employees

**Lou Hensley, CEO and president**



Aspida's business focuses on annuities and life insurance, but the insurer challenges its workforce to: "Get \$#!+ Done, Do It with Moxie, and Have Fun." Employees committed to building a future together is part of the story of Aspida. With offices in Durham and Bermuda, the insurer gives its employees data-driven tech solutions to help customers while applying an entrepreneurial spirit.

### Jackrabbit Technologies

Huntersville

software solutions | 110 employees

**Mark Mahoney, CEO and co-founder**

**Mike Carper, CTO and co-founder**

A love of sports coupled with technology skills helped the founders create an online classroom management program that now reaches 15,000 schools in 36 countries. Youth activity centers can access programs in gymnastics, swimming, music and more, while helping them with billing, immunization management, and registration. A parent portal gives notice of new skills learned and payment options. Jackrabbit has a 100% remote workforce.

### Bobbitt Construction

Raleigh

general contractor | 104 employees

**Brian Denisar, president and CEO**

The general contracting business offers its employees flexibility, inclusivity and security. In 2000, Bobbitt became 100% employee owned after creating an employee stock ownership plan 20 years ago. When Bobbitt partnered with former N.C. State quarterback Devin Leary and linebacker Drake Thomas in a name, image and likeness deal last year, employees got in on the fun with a video. The company helps sponsor golf tournaments and food banks and teaches high school students about construction at various events. Female employees were treated to a wine tasting night in support of Women in Construction.

### Summit Credit Union

Greensboro

financial services | 112 employees

**Sam Whitehurst, CEO**

The credit union has eight full-service financial locations and serves 37,000 individual members and 300 business partners. It started as Tri-City Telco Credit Union in 1935. Community events include a "Taste of Reality Fair" where members can bring their children for a financial "adulting" class. Each Friday, the credit union spotlights a scholar in college on its Facebook pages to build camaraderie.

### Smith Anderson Law Firm

Raleigh

law firm | 250 employees

**Bill Wiggins, executive director**

The full-service business and litigation firm provides legal services to both start-up companies and those considering billion-dollar IPOs. Founded in 1912, it has clients in 45 states and 26 countries, and about one-third of its approximate 150 attorneys have experience with either national or international firms, allowing them collectively to punch above their weight. The Wake County Bar Association named Smith Anderson its 2021 Equity Champion.

### North State Bank

Raleigh

community bank | 181 employees

**Larry D. Barbour, founder, president and CEO**



The community bank that opened in 2000 is passionate about community and has sponsored Summer Salute, which allows its team to raise funds for a cause while having a good time. Since 2004, more than \$1.9 million has been donated to Transitions LifeCare.



## Burns & McDonnell

Raleigh

construction and design | 94 employees

**Ray Kowalick, CEO**



As an employee-owned firm, Burns & McDonnell provides generous year-end, performance-based incentives during profitable years. Performance appraisals form the basis for salary adjustments, incentive bonuses, career planning and development, promotions, transfers and training. The company offers a choice of three medical plans.

## Schunk

Morrisville

tools and automation technology | 130 employees

**Milton Guerry, president**

The family-owned company recently celebrated 30 years of operating in the U.S., initially opening an office in 1992. In 1996, the company added its first plant outside of Germany in Morrisville. Chairman Henrik Schunk ran the company's Intec unit there for many years. It makes equipment used by manufacturers in many industries. Flexible working hours are offered.

## Brunswick Electric Membership Corp.

Supply

electric cooperative | 200 employees

**Josh Winslow, general manager and CEO**

The enterprise, which was started in 1939, has 85,000 members and serves Brunswick, Columbus, Bladen and Robeson counties. The utility provides two \$5,000 college scholarships each year and matches up to \$50,000 in donations to help those facing difficult financial times to pay their utility bills. It operates two community solar farms and leases panels to its members who want to go green.

## TransImpact

Emerald Isle

business intelligence solutions | 78 employees

**Berkley Stafford, CEO**

Using the motto that happy employees make good customers, the supply chain consultants stage quarterly outings that include fishing trips, islandwide scavenger hunts and bowling. The headquarters has cornhole boards and bicycles available for nearby rides. Gym membership reimbursements are offered. Employees spent 1,378 hours on community projects in 2022, most of it on paid time off. The company's benefits include pet insurance.

## Bernard Robinson & Co.

Greensboro

accounting firm | 200 employees

**Alisa Moody, CEO**

The company notes that descendants of the firm's first three clients in 1947 remain customers. The late Bernie Robinson started the company in a one-room office in downtown Greensboro, and it now has offices in Greensboro, Charlotte, Dunn, Raleigh, Wilmington and Winston-Salem. The founder's son, Freddy Robinson, is a partner, while Moody became CEO in 2018.

## HonorBridge

Winston-Salem

nonprofit organ donation

and tissue recovery | 180 employees

**Danielle Niedfeldt, CEO and president**

The state's largest organ procurement organization provides a benefits plan that includes 100% paid medical benefits, paid holidays, a professional development program that promotes growth and a life balance account that funds employee spending for wellness activities. A new Donor Care Center was recently constructed.



## Dogwood State Bank

Raleigh

financial institution | 112 employees

**Steven W. Jones, CEO**

Between its board and executive management team, Dogwood's leadership has more than 200 years of combined banking experience. The state-chartered community bank has about \$1 billion in assets. In 2019, Dogwood completed a \$100 million recapitalization in a push toward growth. Its seven branches stretch from Morehead City to Charlotte.

## Tencarva Machinery

Greensboro

industrial equipment supplier | 124 employees

**Ed Pearce, president**

The industrial pump equipment distributor has provided solutions throughout the Southeast region since 1978. Tencarva, which started with 19 founding members, gives its team members opportunities for growth and performance-based bonuses.

## Barringer Construction

Charlotte

general contractor | 171 employees

**Tim Miller, Chris Butlak & Chris Frye, co-founders**

Through the annual Wake County Connect for Success program, Barringer led an all-female team of high school carpentry students who spent a week learning about construction work. The company fosters a positive work environment by holding bring-your-pet to work days, gingerbread house builds over the holidays and recognizing Women in Construction week. Workplace outings include fitness events, clay target shooting and Bacon and Brews. The company also assists the American Red Cross, Habitat for Humanity and Dress for Success.

## DMJPS

Greensboro

tax & accounting firm | 165 employees

**Michael Gillis, co-CEO**

**Ben Hamrick, co-CEO**



The business, which has offices in seven N.C. cities from Wilmington to Asheville, offers activities such as chair massages, catered lunches, omelet stations, contests, team volunteer days and various onsite and virtual gatherings. The team also enjoys reduced work schedules from mid-April through December, along with fully remote work flexibility, time and funding for professional development.

## Epes Logistics Services

Greensboro

cargo transportation | 177 employees

**Jason Bodford, CEO**

Company culture is values centered and leadership works to ensure that employees fulfill daily goals with integrity, constant improvement, customer satisfaction and financial stability in mind. The cargo transportation company offers flexibility, freedom and work-life balance, upward mobility and a positive workplace culture.



## MEDIUM EMPLOYERS (30-75)

## Morton Motor Express

Greensboro

trucking | 48 employees

**David Morton, CEO**



Management at the family-owned company has a goal of remaining in constant contact with employees, greeting drivers and others face-to-face at the start and end of shifts. Getting everyone together means trying to hold cookouts at the terminal on a regular basis and annual breakfast meetings. With the risk of COVID decreasing, management is planning a return to outings, including a paintball event to help employees de-stress. The company fosters a culture of one team with a common goal equals success for all. Drivers are eligible for monthly performance bonuses.

## Granite Insurance

Granite Falls

insurance company | 31 employees

**Cameron Annas, CEO | Chase Keller, president**

The company's primary focus is to empower its clients by offering ongoing risk management advice for individuals and their businesses. Granite uses Officevibe, an online program that measures employee satisfaction and engagement. Fun days are offered twice a year and a coffee and leadership roundtable is held each month.

## IIANC

Cary

trade association | 35 employees

**Aubie Knight, CEO**

The Independent Insurance Agents of North Carolina provide employees with a work-life balance that includes offering flexible schedules and both remote and in-office work. The Cary office has a gym, while employees take part in regular staff outings. It has a diversity committee and offers a diversity scholarship program.



## Carolina Therapy Connection

Greenville

health and wellness | 73 employees

**Cindy Taylor, CEO**



The physical and speech therapy group aims to create a fun, fulfilling culture that lets team members have a voice and work flexibility. The company creates "employee roadmaps" that track personal and professional career journeys, aspirations and goals. The Tayback Program recognizes team members for extraordinary performance. Receiving a Tayback allows for a spin on a wheel for prizes and a chance for a monthly cash drawing.

## Highland Roofing

Wilmington

roofing contractor | 65 employees

**Jeanette Omdalen, CEO**

A rare female-led roofing company, Highland stresses its commitment to take work seriously while making sure employees can get home in time to watch their kid's baseball game or other activities. Weekend barbecues build camaraderie and take-home vehicles are included as a benefit. A recently launched master technician program offers higher pay opportunities for skilled workers.

## Graham Personnel Services

Greensboro

employment agency | 50 employees

**Gary Graham Jr., CEO**



The company's mission is to match great people with great companies, which is accomplished by using individualized approaches such as recruitment process outsourcing based on each company's needs. Graham also offers onsite staffing management to oversee and manage the workforce under its temporary staffing model.

## Zoe Dental

Asheville

dentist | 31 employees

**Perry Stamatiades, founder and CEO**

The dental company, whose name stands for "life" in Greek, wants to change how people view dentistry. The business aims to show compassion for its customers beyond dental care, including sharing life moments together. One client referred to the female staff as "Charlie's Angels" and noted their "wonderful, cheerful dispositions." Employees receive free dental care and opportunities for mission trips.

## Cornerstone United

Hickory

insurance agency | 55 employees

**Richard Swartzel, CEO**

Since 1973, the warranty solutions company has partnered with agents, dealers, manufacturers, distributors and auctions and served clients in the automotive, marine, HVAC, home electronics industries, among others. The insurance agency provides its employees with the ability to work from home, if needed.

## Blackman and Sloop

Chapel Hill

accounting firm | 39 employees

**Andrea Woodell Eason, president and managing principal**



The CPA firm formed in 1973 aims to mitigate burnout and promote balance for the team by offering half-day Fridays, reduced summer hours, coaching and mentoring programs, a flexible, hybrid work environment and employee events. A wellness committee coordinates walking clubs and cooking and boxing classes. A finder's fee for bringing in new business is offered.

## The Nottingham Company

Rocky Mount

financial and administrative operations support | 31 employees

**Frank "Kip" Meadows III, CEO**

Many employees chose to continue to work from home or have a hybrid schedule after the pandemic, which has been a benefit and expanded the workforce, but also made it harder to continue regular meals together. Employees stay connected through regular check-ins and special events. Management gives employees a half-day off on their birthdays. Employees also formed a Meals on Wheels team to deliver food to the elderly and help ensure Rocky Mount families can provide Christmas gifts for children.

## Martin Starnes & Associates, CPAs.

Hickory

accounting firm | 70 employees

**Victoria A. Martin, managing partner and president**



Through special hiring initiatives, the accounting firm has adapted to the current labor market by attending events such as HKY4vets', a career fair for military veterans who are transitioning into civilian life. Attending high school career days promotes accounting to young students. Work-from-home opportunities and flex days May through December are offered.

## Swinerton

Charlotte

construction company | 54 employees

**Jared Hoefflich, vice president and division manager**

**Eric Foster, CEO**

The San Francisco-based contractor emphasizes employee ownership, demonstrating its investment in their financial success and well-being. It has received national honors for its employee development programs, leadership coaching, and internal career advancement. Business resource groups ensure that voices of employees are heard by leadership.

## Delta Dental of North Carolina

Raleigh

dental benefits | 30 employees

**Curt Ladig, president and CEO**



The organization regularly holds staff events such as all-associate meetings, holiday celebrations, and other training opportunities to build a strong culture. The Culture Club is composed of associates from various departments who work together to provide fun activities and other touchpoints to keep the team communicating. A competitive benefits package is offered.

## Heritage Signs & Displays

Charlotte

commercial signage | 30 employees

**Joe Gass, CEO**

The veteran-owned-and-operated corporate interior branding and event signage company seeks to honor God by serving others. Gass is a second-generation family business owner who has led the company since 1988. It has offices in Charlotte, Washington, D.C., and Louisville, Kentucky.

## Williams Mullen

Raleigh

law firm | 66 employees

**Calvin "Woody" Fowler Jr., president and CEO**

**David Paulson Jr., managing partner, Carolinas**



First day employees are asked about the community organizations they feel passionate about, and then told that giving back to those groups helps create a balance between life and work. Team activities include annual firm family engagement outings, on-site weekly yoga classes and Friday breakfast, featuring treats from local restaurants.

## WingSwept

Garner

business services | 79 employees

**Jay Strickland, founder and CEO**



The managed IT and app development company offers a profit-sharing plan to motivate and reward employees' contributions. A host of events and activities aim to boost connections, including trips to the Kings Dominion amusement park and table tennis and billiards tournaments. Individual team members also plan impromptu game and movie nights.

## Golden Corral

Raleigh

restaurant | 58 employees

**Lance Trenary, CEO**

The nation's largest buffet-style restaurant company is set to celebrate 50 years in the business with two new concepts, a steakhouse and a fast-casual restaurant. Trenary is immediate past chair of the National Restaurant Association. Annual pay increases, work-from-home opportunities and a family-oriented culture are company highlights. The GC Cares nonprofit helps employees facing financial hardships due to illness, natural disasters or unforeseen tragedies.

## Wolfe Homes

Greensboro

renovation and construction |

54 employees

**Alex Wolfe, CEO**



This family-owned company shows its appreciation with gift cards on employee birthdays and a meal fixed and delivered during a hardship. Every other month outings, from picnics to a Greensboro Grasshoppers baseball game, allow employees to bring their families, too. Quarterly meetings help employees keep up with the business, and

Wednesday lunches in the breakroom help employees keep up with the business, and Wednesday lunches in the breakroom help employees visit with one another. Regular food truck visits keep employees in touch with subcontractors and each other. Management feels taking care of employees trickles down to satisfied clients.

## National Coatings

Raleigh

commercial and industrial painting | 100 employees

**Zeb Hadley, president & CEO**

Hadley implemented a \$10,000 sign-on bonus to attract new talent and to incentivize employees. When employees submit referrals and the recruit stays for one year, the employee receives \$5,000. Instead of paying recruiting firms, the painting contractor takes a family-oriented approach, predicated on investing in employees and building a stronger culture.





## SMALL EMPLOYERS (1-29)

### Healthcare Management Consultants

Salisbury

healthcare consultant | 16 employees

**Thomas "Tom" Loeblein,**  
president and CEO



A Monday through Thursday work schedule gives every weekend a bonus. Wellness efforts, such as work from home opportunities and flextime, were highlighted when the company received recognition and received the Novant Health Corporate Health Cup in 2022.

### SylvanSport

Brevard

camping gear manufacturer | 27 employees

**Tom Dempsey, CEO**

With the goal of making outdoor adventures more accessible, the company was created in 2004. The business incorporates its idea of selling fun to customers with its employees by hosting regular events like kayaking and "lake days" in the warmer months. The company partnered with Make-A-Wish in North Carolina after hearing about a 9-year-old girl in Brevard suffering from heart disease who dreamed of a beach camping trip. They build engagement between workers and customers by hosting community movie nights.

### The Brooks Group

Greensboro

sales training services | 21 employees

**Spencer Wixom, president | CEO**

The Brooks Team uses facilitators with successful backgrounds in sales to teach others about selling. Employees have unlimited PTO, which helps with creating a work-life balance, and the ability to assume new roles in the organization.

### Marcellino & Tyson

Charlotte

law firm | 21 employees

**Matthew Marcellino,**  
**Jennifer Moore and Bryan Tyson,**  
equity partners



Before the pandemic, Marcellino & Tyson permitted employees to work remotely, providing them laptops and cloud-based technology. Some employees can still work remotely. The firm also manages burnout by telling employees they are a 9 a.m. to 5 p.m. office, with no weekend work, and it provides a monthly budget for networking and gym memberships.

### Global Tax Management

Wilmington

corporate tax services firm | 5 employees

**David Sekula,**  
CEO and executive director



Tax consulting is a tight labor market, requiring the company to maintain a flexible, hybrid work environment. The company is 100% employee-owned and supports employees by offering policies such as a 12-week parental leave that can be used incrementally over the first year of birth or placement. Giving back to communities is important through events such as a sponsorship of an annual Special Olympics running festival in Nashville, N.C., and annual toy drives for kids at Christmastime.

### VPC Builders

Banner Elk

builder | 27 employees

**Matt Vincent, manager**

Each employee receives 16 hours paid time off annually to volunteer for a nonprofit organization in the community. Many employees are native to the area and they help with organizations like Feeding Avery (County) Families and local schools. Employees donate time to weatherize homes and build them with Habitat for Humanity. Matt Vincent recently won the National Association of Home Builders / Young Professionals Award for the Southeastern United States.

## Johnson Insurance

Mocksville

insurance agency | 22 employees

**Wes Johnson, CEO and co-owner**  
**Jessica Yarbrough, chief operating officer and co-owner**



Company leaders build teamwork through company outings to ax-throwing establishments or a bus tour of wineries in the Yadkin Valley. An annual two-day workshop brings all of the employees together each year for training, food and entertainment.

Work from home options are available to employees. More than 85% of employees have completed or are enrolled in advanced designation courses to continue their professional development.

## Parrish & Partners

Charlotte

engineering consultants | 23 employees

**Jeff Kirby, president**

The transportation engineering company's culture emphasizes collaboration, input of others and recognition for good work. The company also encourages an effective work-life balance.

## STG Solar

Pisgah Forest

solar energy contractor | 25 employees

**Mike Kilpatrick, CEO**

New employees get brought onto the team with a "welcome basket" as a token of appreciation for their work installing solar panels and providing maintenance. Employees partner with schools on breakfast and lunch programs for needy children and take part in highway litter pickup campaigns. The dog-friendly workforce works with area shelters to help pets find their forever home, often dressing up the pups in STG Solar swag.

## Cube Creative Design

Asheville

marketing services | 6 employees

**Adam Bennett, founder, CEO**



Rather than 9 to 5, employees work their own schedules, do it from home and can live anywhere they want. The flexible schedule is a big selling point for this team of graphic designers, web developers and content strategists. The team also has just one team meeting a week via Zoom so they work independently.

## Foxquilt Insurance Services

Charlotte

insurance technology | 7 employees

**Karim Jamal and Mark Morissette, co-founders**

The company has offices in Canada and Charlotte. Flexible hours give workers a balance. There's a respectful workplace environment that allows for its employees to succeed. Flexibility also offers a healthy work-life balance.

## Four Saints Brewing Company

Asheboro

brewery | 11 employees

**Joel McClosky, CEO**



More than work experience, personality, work ethic, and team mentality are key. Those who align with the brewing company's values and are willing, able, and determined to learn new skills are the best fit. The brewer is a progress partner with the Guilford Green Foundation, a LGBTQ advocacy group. Workers are also trained to respond to sexual harassment through Safe Bars.

## Xtern Software

Greensboro

software development | 12 employees

**Keir Davis, president**

The website designers and digital marketing company counts "four dogs" among its staff of humans. The tight-knit group has weekly team lunches or can be caught together tossing a Frisbee at a park or engaging with the community through volunteer and civic organizations, which employees list as part of their online bios. The Better Business Bureau awarded the company its Torch Award for ethics in business.

## Tayloe Gray Agency

Wilmington

marketing and advertising | 20 employees

**Nathan Tayloe, owner | CEO**

Nathan Tayloe founded the agency in 2009 to help brands solve programs and create industry powerhouses. It specializes in exceptional web design and data-driven technology. The organization regularly helps nonprofit organizations with pro bono services including those that support children dealing with cancer; a no-kill dog sanctuary; and the local public radio station. Online bios of employees list special talents such as spreading sunshine, and the types and names of their pets.



## BEST EMPLOYERS 2023



## EXPECT NATIONAL EXPERTISE AT LOCAL MARKET VALUE

Smith Anderson is a full-service business and litigation law firm serving regional, national and global companies in corporate and transactional; banking and finance; intellectual property; litigation; real estate development; regulatory and public policy; employment; and private client areas. We are the largest law firm headquartered in the Triangle region of North Carolina and one of the largest in the state. More than one-third of our attorneys have joined us from national and international firms, providing businesses with a highly experienced and deep bench of support at favorable local market rates. It's our client-focused culture and forward-thinking insights that have shaped Smith Anderson for 110 years as we help guide our clients toward success. Learn more at [SmithLaw.com](https://SmithLaw.com).

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## BETTER. EVERYDAY.

Those two words begin to tell the story of North State Bank. We believe in hiring the best and empowering those individuals to reach their fullest potential both in and outside the office. We believe in the sustained momentum that is created when team members strive to be their best each day. Our vision is to serve our team members, customers, communities, and shareholders for generations.

To learn more about North State Bank and our career opportunities, visit [NorthStateBank.com](https://NorthStateBank.com).



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## We believe that everyone deserves a healthy smile.

For more than 50 years, Delta Dental of North Carolina has championed healthy smiles across the state as North Carolina's leading dental insurer. A member of the Delta Dental Plans Association, we are part of the largest dental insurance network in the nation, covering more than 80 million Americans. Today we are pleased to provide both dental and vision insurance administered by VSP® Vision Care to businesses as part of their employee benefits, and directly to individuals and families.

At Delta Dental of North Carolina, our mission is to improve the oral health and the overall wellbeing of the communities

we serve. As a not-for-profit dental insurer, we fulfill our mission in two ways: first, with the largest network of dentists in North Carolina and throughout the United States, we provide the broadest access to more affordable oral care for employer groups and individuals in North Carolina. Second, we believe that everyone deserves a healthy smile. Through our foundation, we help the underserved in our communities who do not have access to oral care. The Smiles for Kids program was started in 2011 and since that time, the program has awarded more than \$758,000 to programs across the state,

ensuring that 467,000+ children and their families receive access to oral health care or education. From the mountains to the coast, we are committed to improving the oral health and overall well-being of all North Carolinians.

*Learn more about:*

**Delta Dental of North Carolina**  
deltadentalnc.com

**DeltaVision®**  
deltadentalnc.com/deltavision







## AND A TRULY ENJOYABLE PLACE TO WORK

Wilmington Health is proud to provide TRUE Care in Southeastern North Carolina. Our patients make all the difference. We appreciate the trust they've put in us for more than 50 years as their partners in optimal health.

We also value the No. 1 reason for that: our people! Our providers and other compassionate, talented staff have honored us in a big way. Wilmington Health has made Business North Carolina magazine's Best Employers in North Carolina list.

It's all because of what our employees revealed in survey responses — and

it means a lot to us. As the largest physician-owned primary care and multi-specialty practice in Southeastern North Carolina, we believe that collaboration is essential. Our providers are experts in comprehensive, coordinated health care approaches. Wilmington Health uses evidence-based medicine to achieve the highest quality of care.

And that's what it means to provide TRUE Care to our patients. We do so with an array of specialists and innovative health care approaches. WH Research, revered for more than 20 years, leads

clinical trials in our region. Wilmington Health offers more than 50 in-progress studies at any time. We strive to support the development of new treatments and medications. The result: better outcomes and excellent value for our patients.

We're honored to share this Best Employers in North Carolina distinction with many incredible businesses in the state. And we're committed to providing TRUE Care for our patients — which our employees can be proud of, too.



# POSITIVE IMPACTS WITH ONE GUIDING PRINCIPLE: BE GREATER



DMJPS PLLC likes to Be Greater. Formed to make a positive impact by one guiding principle Be Greater, this CPA + Advisory firm strives to create greater opportunities for its clients, people and communities. And they do.

DMJPS is a tax, assurance, and advisory firm that routinely solves complex financial matters for individuals, privately-held businesses, nonprofits, and corporations. The firm has a North Carolina mountains to the coast footprint and serves local, regional, statewide, multistate, and international clients in a wide range of industries.

Using client-specific tailored solutions, a team of 165+ is taking DMJPS into the future using advanced technologies, specialized industry knowledge, and a strong commitment

to meaningful client relationships.

DMJPS strives to Be Greater by prioritizing its people. The firm provides benefits such as reduced work schedules from mid-April through December 31; 401k profit-sharing contributions; flex work scheduling; fully remote work opportunities; time and funding for professional development; as well as generous volunteer, holiday and PTO hours.

Fun firm events range from lively holiday celebrations and seasonal costume contests to competitive chili and soup cook-offs. Employee Appreciation Days are a hit with an assortment of chair massages, omelet stations, ice cream Sunday bars, and catered lunches.

DMJPS has an uncompromising commitment to their clients. Striving to help

clients Be Greater, the team aims for seamless communication in creating tailored solutions to meet each client's unique needs. Clients enjoy the benefits of a personal approach from a team with deep industry knowledge and expertise, advanced technology and proactive communications on influencing laws and interpretations.

Community engagement is important at DMJPS. Each of the firm's 7 locations are firmly rooted in their communities – investing time and energy to make each a better place to live, work, and Be Greater. Every team member is encouraged to participate in company-wide volunteer days and utilize their paid personal volunteer time.

DMJPS likes to Be Greater. Learn more at [dmjps.com](https://dmjps.com).







## THE POWER OF PEOPLE

At First Bank, we believe in the power of people in our community. For nearly 100 years, we've been changing lives by giving the communities we serve access to the financial services and education they need in order to thrive. Rooted in the Carolinas, our goal is to help our customers with their financial needs and build relationships with them and our neighbors. We invite you to learn more about us at any of our First Bank branches or [localfirstbank.com](https://localfirstbank.com).

**FIRST BANK**

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## POWERING A BRIGHTER FUTURE

Committed to a brighter energy future, Brunswick Electric provides safe, reliable and affordable energy to the homes, schools, farms and businesses in eastern North Carolina. Since our founding in 1939, we've added 110,000 accounts while maintaining our commitment to enrich the lives of those living and working in the community we serve. We are very proud to be selected by our employees as one of The Best Employers in North Carolina.



**BRUNSWICK ELECTRIC**  
MEMBERSHIP CORPORATION

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The New Bern office team (above) and a recent commercial project, Cone Health MedCenter Greensboro at Drawbridge Parkway.

## INTEGRITY, EXPERIENCE & QUALITY

While National Coatings' story began more than two decades ago, each day feels like a new beginning and another opportunity to unite in our efforts to fulfill the company's vision. It's an additional day for more than 100 team members to embody our core values, which are dedication, integrity, team player, and pursuit of excellence. Having our core values lay the foundation for the team's output has enabled us to provide premier, professional painting, wallcovering, sandblasting, and industrial coating services nationwide. With offices in Boise, Bozeman, Denver, and Raleigh, we successfully completed projects in 32 states in 2022 for clients in various industries, such as retail, government, hospitality, healthcare, and education to name a few.

It's a success that was made possible thanks to our greatest asset — our team.

Our approach to workplace culture builds on our core values, which are also vital for all human beings. This commitment not only ensures alignment with the company's vision but it also ensures everyone has a similar mindset and it inspires purpose. We're committed to investing in our people because we know it leads to healthy individuals who will in turn have a vested interest in the growth and sustainability of the company. The goal is to drive the business through the core values, which exist beyond a poster on the wall. This creates long-term value for all stakeholders. We treat our team how we want customers to be treated, they in turn pay it forward to clients. Our value

is in our team, and building community internally, through a host of activities and incentivizing staff, is important.

At National Coatings, we aim to get 1% better each day, which creates a ripple effect to other stakeholders such as consumers, communities, and partners. To put it simply, impact lies in relationships, and it starts at home with our team and extends to our clients, many of whom have become like family.

### LOCATIONS:

Raleigh – Corporate Office  
Raleigh – Operations Office  
Denver, Colorado  
Boise, Idaho  
Bozeman, Montana





## DRIVING GROWTH THROUGH INNOVATION

At IIANC, we are the strategic business partner to our nearly 1,000 Trusted Choice® independent insurance agency member locations around North Carolina. 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, excellent benefits, an in-office gym, and fun staff outings, to name a few. This year we launched 101 Weston Labs, an insurtech accelerator focused on innovations specifically for independent insurance agents. Our staff embraces the IIANC vision: to lead our members into a prosperous future by driving change, fostering innovation, and providing them with cutting-edge solutions. Our employees are passionate to help independent agents grow their businesses throughout North Carolina.



INDEPENDENT INSURANCE AGENTS  
OF NORTH CAROLINA



101 WESTON OAKS COURT | CARY, NC 27513 | 919-828-4371 | [IIANC.COM](https://www.iianc.com)



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.

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

## WILLIAMS MULLEN

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# INSPIRED TO SERVE YOU

BRC is a Certified Public Accounting and Advisory firm headquartered in Greensboro, NC with offices in Charlotte, Dunn, Raleigh, Wilmington, and Winston-Salem. BRC supports today's middle market and private companies, not-for-profit organizations, small businesses, government entities, families, and individuals. BRC's dedicated, industry focused teams bring a unique perspective to your business. We are widely known for our best-in-class service across North Carolina, the Southeast, and nationally.

The firm's commitment includes: responding to client needs by providing both reliable opinions and realistic options; maintaining a balanced work environment enabling employees to achieve their personal and professional goals; and remaining connected to our communities through professional and civic involvement in local organizations.

Technical knowledge and client service are foremost to BRC. This means the firm has the resources to offer guidance tailored to the specific needs of our clients. We understand that communication is critical. Clients have direct access to not only their partners, but also to all team members assigned to engagements.

At BRC, we pride ourselves on providing a sustainable career for employees in the public accounting profession. This ensures the most engaged, invigorated, and inspired client service and advisory relationships. With a continuing mission to remain Balanced, Responsive, and Connected, BRC is a firm supporting its people, clients, and community through a culture of trust, compassion, and flexibility. So why not begin the type of accounting relationship that offers fresh ideas that project your business forward... and discover how an interactive advisory partner can accompany you to new heights.



**Bernard Robinson & Company**

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## OTHER LOCATIONS:

### RALEIGH

4700 Homewood Court, Suite 105  
Raleigh, NC 27609  
919-862-0004

### WINSTON-SALEM

110 Oakwood Drive, Suite 400  
Winston-Salem, NC 27103  
336-303-0997

### DUNN

100 E. Cumberland Street  
Dunn, NC 28334  
910-892-1021

### WILMINGTON

1213 Culbreth Drive, Ste 139  
Wilmington, NC 28405  
910-386-4520

### CHARLOTTE

2400 Crownpoint Executive Drive  
Suite 200  
Charlotte, NC 28227  
980-296-0676



## BUILDING RELATIONSHIPS SINCE 1973

For more than 50 years, Blackman & Sloop, CPAs, P.A. has provided exceptional tax, accounting, and consulting services to individuals and businesses throughout North Carolina. The firm strives to cultivate strong relationships with its employees, clients, and community. Our team of qualified professionals, led by seven partners, provides solutions and proactive strategies tailored to your questions. We are committed to building a relationship focused on your growth and long-term success. When you partner with Blackman & Sloop, you can expect a collaborative, team approach.



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From concept to completion, designing  
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BURNS  MCDONNELL



SCAN TO LEARN HOW



Since 1992, when SCHUNK opened its doors in North Carolina as the first SCHUNK manufacturing facility outside of Germany, the company has had a strong presence in the area and become well-known in the local community. The 170,000 sq. ft. manufacturing facility and offices in Morrisville is the USA headquarters of the worldwide leader for equipping modern manufacturing and robot systems. The facility has undergone two expansions since 1992 and has consistently increased its manufacturing capacity to produce more tooling and automation components here in the US, servicing US based customers in an ever-increasing capacity. Today there are more than 3,500 employees in 9 plants and 34 directly owned subsidiaries globally.

SCHUNK is particularly proud of its focus on developing a skilled workforce of manufacturing and automation professionals. The company is committed to engaging local high school and college students to foster an interest in modern manufacturing. SCHUNK has a strong

involvement in traineeship, mentoring and the apprenticeship of local high school and college students, offering a 4-year apprenticeship program in cooperation with the North Carolina Triangle Apprenticeship Program (NCTAP); offering NC State engineering students semester-long Co-op programs, and offering facility tours and mentoring to high school robotics teams. It is important to the company to give North Carolina's youth an understanding of what a future career in manufacturing or automation might look like, and to help them see the sometimes unknown opportunities that this career path could afford them.

The 180+ strong US team benefit from a coveted company culture with values deep rooted in the family-owned origins. This ideology is at the center of the company ethos and is apparent through every aspect of the company; shaping the way the team work together, support each other, and support customers and partners. Even as the team has grown it has always been important

to retain the family-centric roots and celebrating and honoring all successes together. Whether it is a company-wide celebratory party for the anniversary of SCHUNK's 30 years in the US, or surpassing sales goals; or even wishing colleagues a "happy birthday" or a playing a Saturday round of golf, the SCHUNK team is a strong community who enjoys socializing and commemorating achievements together.

SCHUNK is lucky enough to benefit from a winning combination of experienced and knowledgeable staff with almost 50% of SCHUNK's US employees having worked at the company for 5 years or longer. The President of SCHUNK USA, Milton Guerri, who recently celebrated his 23rd anniversary at SCHUNK, attributes the company's success in the USA to its strong, experienced and driven team, saying "the USA team has an unwavering determination to succeed, and together hand-in-hand we will continue to achieve future success in North Carolina."







# GREAT PEOPLE. GREAT COMPANIES.

Graham Personnel Services (GPS) is an award-winning, national, full-service staffing firm that specializes in hiring, retention, and recruiting. For more than 50 years, business leaders across the country have trusted the Graham Team to fulfill their hiring requests. We are highly experienced professionals with an unmatched commitment to customer satisfaction and expertise across diverse industries, so our employment firm is well-suited to provide staffing solutions for Fortune 500 companies as well as small business owners. We understand that true staffing solutions are more than skills and knowledge — matching the right people with the right positions creates productive, positive experiences for everyone. We believe human capital is the greatest competitive advantage to any business and we strive every day to be the leader in recruiting in North

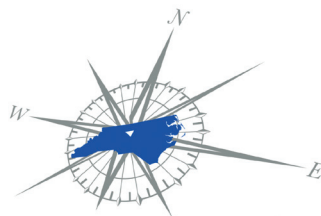
Carolina and throughout the United States.

Our areas of expertise include manufacturing, logistics, light industrial, production, professional, accounting & finance, and health care. Our services offered include temporary to direct hire, temporary, direct hire, payroll services, onsite (on-premise) services and recruitment process outsourcing (RPO). Graham Personnel Services can help with all of your recruiting and staffing needs throughout the nation! We have active placements in 19 states and have GPS onsite locations in NC, GA, TX, VA, OR, CA, and MO. For Direct Hire services specifically, we have recruiters positioned in NC, IL, OK, IN, and VA, and they make placements nationwide.

Our mission is to match great people with great companies, and it all starts with our internal people. We invest heavily in

our people to set them up for success, and to help them better service our candidates and clients. We are proud to have established such a great work environment and reputation that has led us to earn various awards and recognition. GPS has been awarded Best Staffing Firm by *SLA* for five consecutive years (2019-2023), Best Places to Work by the *Triad Business Journal* for seven consecutive years (2017-2023), and most recently, we were named to the NC Best Employer List by the *Business North Carolina* for 2023 and 2022! We have also consistently made the *Triad Business Journal's* Largest Temporary Placement Firms List and the Largest Triad Executive Search Firms List.

Our people make GPS great and we are honored to earn our place in the North Carolina Best Employers list again!



**GRAHAM PERSONNEL SERVICES**  
GPS: Matching Great People with Great Companies



## SUPPORTING WORK-LIFE BALANCE

We are thrilled to announce that we have been chosen as a Best Employer by *Business North Carolina* magazine. This is a prestigious recognition that reflects our dedication to our values and our people.

We started our firm in 2014 with a vision to provide high-quality legal services to our clients while creating a positive and supportive work environment for our employees. We encourage our employees to pursue their passions and interests inside and outside the office. We believe in honesty, diversity, teamwork, and adaptability as the pillars of our culture. We appreciate the different backgrounds, skills, and perspectives that each of our employees bring to the table.

We want our employees to grow with us and thrive in their careers and personal lives. That's why we offer a variety of benefits and opportunities for professional and personal development. Some of these include:

- Support for individual goals, including monthly budgets for networking engagements and personalized networking plans.
- Remote work options.
- Teambuilding activities within our office and in the community.

- No after-hours work. We are a 9a-5p office and don't work on the weekends!
- Recognition of our employees' successes and achievements.

We believe that what sets us apart from other firms is not only our commitment to our clients, but also our commitment to our employees. We care about their well-being, happiness, and satisfaction. We let them choose the areas of law that they are passionate about and we support them in achieving their goals. We keep a close eye on individual workloads because burnout is real and avoidable. Work-life balance is very important to us.

We are honored and grateful that our employees voted for us as a Business NC Best Employer. But our efforts don't end with this achievement, as we are continuously

looking for ways to improve our working environment. We know that when our employees feel appreciated, they do their best work, and they enjoy what they do.

We are always looking for talented and motivated people to join our team. We practice in various areas of law, including family law, business law, ERISA, employment, and civil litigation. We are also eager to continue and increase our community outreach, which includes hosting 2 free monthly workshops, one for women and one for men who want to learn more about the divorce process from trained professionals.

We celebrate every victory attained by our people, big or small, personal, or professional. We are proud of our achievements, and we look forward to more success in the future.

MARCELLINO  
& TYSON  
Attorneys at Law





## BEST EMPLOYERS 2023



Celebrating its 50th anniversary this year, Golden Corral is the nation's largest buffet restaurant chain. With a commitment that begins each day with preparing delicious food, Golden Corral also believes in providing outstanding hospitality and giving back. Service to others is a hallmark of the brand. Golden Corral restaurants have long been strong supporters of Disabled American Veterans. Golden Corral is also the founding sponsor of Camp Corral, a nonprofit corporation, which provides free, one-of-a-kind summer camp experiences for children of wounded, injured, ill, or fallen service members. Through the generosity of guests and employees, Golden Corral restaurants have raised over \$30 million for these military causes.

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Tencarva Machinery Company stands as a distinguished provider of Industrial and Municipal process equipment solutions. With a longstanding history of over 45 years, Tencarva has been widely recognized as the preferred source for integrated process equipment solutions throughout the Southeastern United States.

Tencarva sets itself apart with an array of premium chemical process, and industrial water/wastewater treatment solutions. Tencarva offers a vast range of top-quality equipment, and provides services, such as application engineering, fabrication, and automation. Moreover, Tencarva's full-service support team for all distributed products is dedicated to delivering the most efficient solutions tailored to the unique needs of each customer.

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## Banking rooted in community, **powered by our people**

Dogwood State Bank is a North Carolina state-chartered community bank headquartered in Raleigh with over \$1 billion in total assets. Our organization provides exceptional customer service and progressive financial products that facilitate ease and convenience of banking while helping the communities we serve reach their financial goals. Our strategic focus has always centered around providing a best-in-class experience for all who encounter Dogwood, and we are proud to recognize that this strategic focus is rooted in our most valuable asset, our employees.

In 2019, Dogwood State Bank started with a vision to not only bring community banking back to North Carolina but to create an environment where people looked forward to spending their day, a destination employer.

By focusing on hiring top talent with a passion for customer service and a drive to be part of something

bigger than themselves, we set the foundation for strong relationships, prioritizing teamwork and partnering regardless of role or department. Four years later, our employees and communities are still our focus and at the heart of our organization. Dogwood has grown our team to 7 locations with 150 employees in the Carolinas and throughout the United States. We are proud to acknowledge and recognize the hardworking, conscientious, and enthusiastic team members that make Dogwood State Bank the organization that it is today, and we are honored to have them representing our organization.

Dogwood State Bank is a testament that people with passion, dedication, and a vision accomplish amazing things. Dogwood State Bank is changing the landscape of community banking, redefining what it means to BANK LOCAL rooted in the strength of our team.



## **Our roots run deep.**



We are redefining what  
it means to bank local.

Proudly serving you from **7 North Carolina locations.**

Raleigh | Morehead City | Greenville | Wilmington | Charlotte | Sanford | Fayetteville



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