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## &lt; BEST PLACES TO WORK

Career &amp; Workplace

## 2019 Best Places to Work Awards (Small Companies) 🔑



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## IN THIS ARTICLE

**Anderson Jones**  
Person**Career & Workplace**  
Industry**Greg FriedlanderList**  
Person

## 2019 Best Places to Work Awards (Small Companies)

1. All American Entertainment



## 1. All American Entertainment

Headquarters: Durham

Number of full-time employees in Triangle: 25

Founded: 2002

Industry: Events

CEO or top Triangle executive: Greg Friedlander

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** Our continued year-over-year growth is the No. 1 factor that propels AAE to being one of the Best Places to Work. When employees can see and feel both companywide and individual success, it creates a more electric work environment. For this reason, we continue to focus on that cliché saying, “work hard, play hard.” The work

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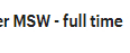
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Popular North Hills sushi  
restaurant to close doors 🔑

BANKING &amp; FINANCIAL SERVICES

VisionQuest founder  
sentenced to 40 years in  
prison for Ponzi scheme

HIRING IN HEALTHCARE

Case Manager, Social Worker MSW - full time  
WakeMed

always comes first, but we make sure to celebrate wins along the way.

**What method do you undertake to raise employee morale?** Summer Fridays, monthly “Spin-the-Wheel” and group lunches.

**Name a unique benefit or perk you are offering employees this year.** We are adding a new family-planning benefit that includes things such as fertility treatment and adoption assistance.

**What’s a unique workplace feature or space that you offer employees?** We enjoy taking wellness walks on the American Tobacco Trail behind our office, and we also offer two massage chairs and a nap room.

**What will you do to raise your scores even higher next year?** We survey employees at least once a year to see what perks and workplace features they love most, and what new ideas they have for the future. From there, we do our best to implement as many new morale-raising perks as possible.

## 2. Anderson Jones, PLLC

Headquarters: Raleigh

Number of full-time employees in Triangle: 11

Founded: 2003

Industry: Legal

CEO or top Triangle executive: Todd Jones

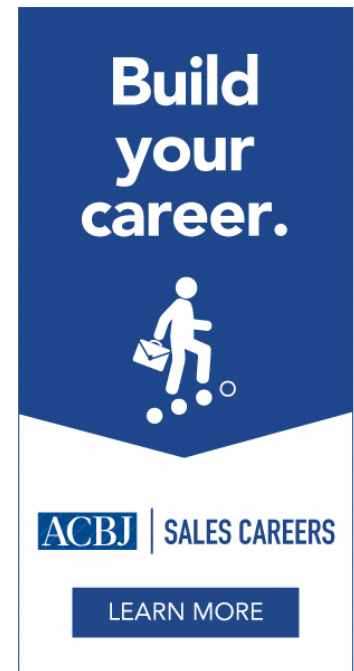
**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** After 15 years in business, [Anderson Jones](#) relocated to the newly renovated historic Norris House on North Blount Street in downtown Raleigh. We had to revise some of our processes and procedures with the new work space and our employees’ feedback and input were vital pieces to making those changes successful. They work as a team every day to support each other and our clients. They are passionate about the work they offer and personally care about each matter entrusted to our firm.

**What method do you undertake to raise employee morale?** To be successful, we recognize it has to start with our employees and their involvement. Happy, well-supported employees lead to better results and relationships in the office and in our communities. We communicate often to ensure transparency in our business mission and decisions. We recognize each employee’s birthday, AJ anniversaries and other life or business and client wins with office celebrations. [Anderson Jones](#) offers top-notch employer-paid insurances and encourages daily exercise during the day for mental breaks, gym memberships and flexible lunch schedules. We provide leadership and educational opportunities to help each employee grow in their career.

We solicit feedback from employees and use that feedback as we evolve as a company. We encourage employees to give back through community service and pro bono activities they choose to support. Often we provide group lunches, happy hours, holiday parties as well as unique office outings including sporting events, escape rooms, movies and laser tag. We also offer retirement account matching, paid holidays and many other employee benefits we feel will further assist our employees with a positive work-life balance.

**Name a unique benefit or perk you are offering employees this year.** We have added additional paid holidays, flexible work schedules for attorneys, remote opportunities, continue to have a supportive and fun work environment, and, of course, the company arcade is still on site.

**What’s a unique workplace feature or space that you offer employees?** Norris House is a charming building that hosts private events year-round. We have the unique opportunity to rent the space downstairs for private events or happy



hours. It's a fun place to gather informally or formally for a cocktail and/or hors d'oeuvres.

**What will you do to raise your scores even higher next year?** We will be proactive about offering additional opportunities the company and employees feel will better enhance their work environment.

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### 3. etailinsights

Headquarters: Cary

Number of full-time employees in Triangle: 12

Founded: 2011

Industry: Software

CEO or top Triangle executive: Darren Pierce

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** We take great pride in the culture our team has established here at Etailinsights. Each of our employees bring excitement, joy, and upbeat perspectives when they walk through our office doors. Our employees have established lasting relationships with our customers by providing data on e-commerce leads, which enables our customers to be incredibly successful. Our employees have truly invested in the success of Etailinsights. Aside from our company's notable growth and performance, there has been no employee turnover for three consecutive years.

**What method do you undertake to raise employee morale?** Our most important strategy is to establish open and continuous communication. We have monthly company meetings to share all the "behind-the-scenes" things going on at Etailinsights. We know this creates a sense of ownership among the team as well as building trust in our leadership's decision-making and methodology. A few days prior to our monthly meeting, we open up a "vent box," so employees can anonymously ask questions during the company meeting. The vent box has allowed our team to address any questions, concerns, or general ideas. And the subsequent discussion is always encouraging and productive.

**Name a unique benefit or perk you are offering employees this year.** This year we decided to purchase a seasonal pass to Koka Booth Amphitheatre and offer complimentary tickets to outdoor events taking place all year long. Our "work hard, play hard" mantra has also resulted in:

- quarterly social events and regular happy hours;
- ping-pong tournaments and other team-building activities;
- appreciation gift cards; and
- flexible working hours and 3 o'clock Fridays, where our headquarters closes early.

**What's a unique workplace feature or space that you offer employees?** We have a standing strategy that we ask our team first and foremost what they'd like to have within our office walls. We received overwhelming requests for, and therefore provided, stand-up desks, healthy snacks and drinks, an outdoor pingpong table, and a break room that includes a foosball table, stand-up arcade games, a TV, a dart board, and comfortable seating. Additionally, we recently converted our outdoor space to be a gorgeous area surrounded by plants and flowers.

**What will you do to raise your scores even higher next year?** We will strive to be even more intentional with our approachability and flexibility with our employees. We will continue to search for all possibilities to make our work environment enjoyable and supportive.



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#### 4. Adzerk

Headquarters: Durham

Number of full-time employees in Triangle: 15

Founded: 2009

Industry: Advertising technology

CEO or top Triangle executive: James Avery

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.**

- Fifty percent revenue growth in 2019;
- benefits include paid maternity and paternity leave, flexible hours, 401(k);
- moved to PayScale for deciding salaries - which led to pay increases for many;
- won an American Business Award (Stevies) for Most Innovative Company, as well as the Inc.com Best Workplaces award, which helped with morale; and
- moved offices to the BB&T building on Duke Street. Everybody loves it.

**What method do you undertake to raise employee morale?** We've only had one person quit in over three years. To help keep the morale high, though, we:

- have all-hands meetings where we say something we appreciate;
- share company financials and growth metrics;
- on Wednesday, we have a masseuse come in for free massages.

**Name a unique benefit or perk you are offering employees this year.** We've started to do quarterly company events. For our last one we rented a spot at Jordan Lake and barbecued, went canoeing, played games, etc.

**What's a unique workplace feature or space that you offer employees?** Our new office has both office rooms and open workspaces. We let our employees pick what they'd prefer, not force them into one or the other. We also let our employees host events in our office.

**What will you do to raise your scores even higher next year?** We are going to look into new perks around health, like offering free gym memberships and tennis lessons, etc.

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#### 5. InspectionXpert Corporation

Headquarters: Raleigh

Number of full-time employees in Triangle: 21

Founded: 2004

Industry: Software

CEO or top Triangle executive: Brandon Chaney, COO

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** Our awesome team! We recognize our team when they exemplify our core values. Also:

- continued implementation of the Entrepreneurial Operating System (EOS) keeps everyone on the same page;
- daily company stand-ups keep the team aligned and communicating;
- weekly Friday employee teaching sessions, where our employees share something they are passionate about; and

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- new office space on the 5th floor of the WeWork building that includes a gym, and many open spaces that promote collaboration.

**What method do you undertake to raise employee morale?**

- Quarterly team events - (Wintergreen ski trip, axe throwing, Durham Bulls game);
- quarterly volunteer opportunities;
- employee anniversary lunches; and
- professional development opportunities.

**Name a unique benefit or perk you are offering employees this year.** Every employee receives a birthday card signed by all their co-workers, and a cake courtesy of our in-house baker. We also celebrate every employee's work anniversary with lunch.

**What's a unique workplace feature or space that you offer employees?** We have a private balcony at our new office on the 5th Floor of the WeWork building in Raleigh overlooking the city!

**What will you do to raise your scores even higher next year?** We'll continue to grow our team with new people who bring new perspectives, new ideas and new backgrounds.

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## 6. Barringer Construction

Headquarters: Charlotte

Number of full-time employees in Triangle: 39

Founded: 2011

Industry: Construction

CEO or top Triangle executive: Brian DiDiano

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** Our most prized accomplishment is the culture that we have created together.

At the heart of our culture is an unparalleled level of camaraderie shared by an inspired group of team members. Our work spaces are characteristically nontraditional, high-energy places created with thumb prints from our members. We have no titles, "TPS reports" or vacation policy.

**What method do you undertake to raise employee morale?** We seek any excuse to celebrate and applaud employees' successes with catered lunches, awards, and in-house games. We maintain a fun environment with beer taps, shuffleboard, ping pong and basketball.

**Name a unique benefit or perk you are offering employees this year.** Several recent benefits and perks include:

- unlimited vacation days;
- massage day;
- catered breakfast every Tuesday;
- fresh fruit and snacks daily;
- frequent group lunch meetings;
- pets and kids in the workplace;
- short-term disability insurance;
- employee iPads;

- employee vehicles; and
- employee memberships to various community organizations.

**What's a unique workplace feature or space that you offer employees?** We recently completed our most-prized renovation to date: our own new office space. Located in the Warehouse District, the 100-year old building now offers a modern, yet historic, vibe.

**What will you do to raise your scores even higher next year?** That's up to our team! As a progressive work place, every member of our team has a voice.

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## 7. Better Homes and Gardens Real Estate Go Realty

Headquarters: Cary

Number of full-time employees in Triangle: 10

Founded: 2010

Industry: Residential real estate

CEO or top Triangle executive: Kevin Woody

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** Thirty percent year-over-year growth and multiple sales contests to increase productivity with large vacation grand prizes!

**What method do you undertake to raise employee morale?** We do social events, internal competitions to make business fun, hugs, well-timed adult beverages and collaborative work spaces for moral support.

**Name a unique benefit or perk you are offering employees this year.** We had 1.5MM in lead generation to help our advisers make the best start possible in the business.

**What's a unique workplace feature or space that you offer employees?** We provide amazing collaborative office spaces (with the best coffee/espresso machines in the industry). We also allow employees to work from any office in the Triangle! And we welcome babies and fur babies!

**What will you do to raise your scores even higher next year?** We continue to surround ourselves and our advisers with rockstars that they want to work with and learn from. Being collaborative in nature is what we are known best for. This is a quality that is so difficult to find in your standard real estate firm.

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## 8. Management Recruiters of Raleigh

Headquarters: Raleigh

Number of full-time employees in Triangle: 16

Founded: 1980

Industry: Executive recruiting

CEO or top Triangle executive: Linda Church

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** We have a very successful team being recognized in the top 20 of all MRINetwork offices globally, one of the largest executive recruiting organizations worldwide. Our people are who make us really great. They are a hard-working and dedicated team who genuinely want to see each other succeed.

**What method do you undertake to raise employee morale?** We work very hard to match the right person with the right opportunity and take time to celebrate

to match the right person with the right opportunity, and take time to celebrate when the two come together. We recognize achievements, personal bests, anniversaries and birthdays and offer support to each person in the office in reaching their individual goals - monetary and personal. This leads to all kinds of parties and events in and out of the office. Most importantly, we listen.

**Name a unique benefit or perk you are offering employees this year.** Our team members selected six local charities to support this year. We have held clothing and food drives and performed some tough manual labor together.

**What's a unique workplace feature or space that you offer employees?** Our workspace is very open, with some private offices available for when someone needs a quiet room. This open plan allows the team to work together in bouncing ideas off each other or working on projects together with ease. We also have a dart board and a putting green available.

**What will you do to raise your scores even higher next year?** We will continue to look for people who have an entrepreneurial spirit and equip them with the resources they need to not only help to better serve our clients but to personally grow and improve themselves. We will continue to encourage the team to share ideas on how we can grow even stronger.

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#### 9. Infinia ML

Headquarters: Durham

Number of full-time employees in Triangle: 37

Founded: 2017

Industry: Technology

CEO or top Triangle executive: Robbie Allen

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** Since July 2018, Infinia ML has added:

- 401(k);
- education stipend of \$2,500 per year;
- \$1,500 for college for each employee's child born while they work at Infinia;
- subsidized chair massage;
- Fitbit exercise contest;
- adjustable standing desks; and
- celebration of special holidays such as Star Wars Day and Pi Day.

**What method do you undertake to raise employee morale?** Our team has strong ties to academia, and we support employees who want to contribute to the cutting-edge of machine learning. We encourage employees to publish research and to attend research conferences.

**Name a unique benefit or perk you are offering employees this year.** Flexible vacations. Instead of set company holidays, Infinia ML offers full-timers 25 days of paid time off per year.

**What's a unique workplace feature or space that you offer employees?** Adjustable standing desks and space for collaboration and focused solo work.

**What will you do to raise your scores even higher next year?** We will seek feedback and strive to implement new programs or improve existing programs.

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#### 10. CloudFactory

Headquarters: Reading, UK



Headquarters: Reading, U.K.

Number of full-time employees in Triangle: 37

Founded: 2008

Industry: Information technology

CEO or top Triangle executive: Mike Riegel

**List the major accomplishments at your workplace that propelled your company to being one of the Best Places to Work in 2019.** We grew our Durham team by 250 percent in the last two years. ... Over the last two years, we've grown our revenue by four times. That kind of growth takes a winning combination of people, technology and culture.

**What method do you undertake to raise employee morale?** We encourage employees to bring their whole selves to work. That means we are here to support one another, even when things aren't going well in our professional or personal lives. We've designed our technology, culture and workspaces to support healthy communication. We encourage feedback, even when it's negative, and we provide opportunities for employees to speak up in regular anonymous surveys and one-on-one meetings with managers.

**Name a unique benefit or perk you are offering employees this year.** Global connection: regular interaction with people from around the world. This is not a new perk; it began when we started CloudFactory in Nepal.

**What's a unique workplace feature or space that you offer employees?** Our office is in the heart of Durham, close to restaurants, music venues and other high-growth startups. We are part of the American Underground, so we enjoy its amenities, including a rooftop lounge, networking and learning opportunities, social events and more.

**What will you do to raise your scores even higher next year?** While we're doing well in this area, we're always working on diversity. Our team in Durham is 30 percent female.

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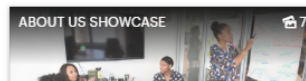


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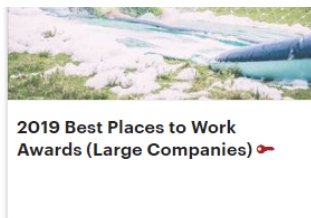
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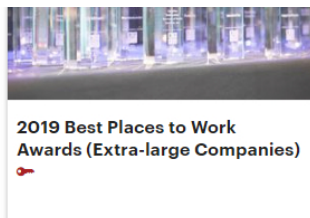


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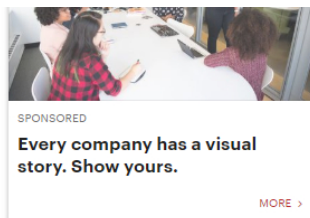
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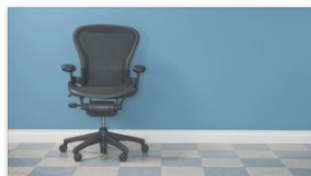
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BY DAVID PURTELL

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