

COMPANY	EMPLOYEES, COMPANYWIDE	EMPLOYEES, LOCAL	BUSINESS	CULTURE	PERKS	
LARGE COMPANIES (more than 250 employees)						
1	Legacy Mutual Mortgage	325	16	Mortgage lender	Teamwork in stressful industry and big rewards	Six percent match on 401(k); 100 percent of medical premium paid; annual retreats and resort trips that include spouses; coaching and continuing education, flexible hours for family needs, telecommuting.
2	Apex Capital Corp	273	252	Financial services	Fun, family, celebrator.	Profit sharing of 10 percent of net income before tax handed out quarterly. Office recreation spaces include yoga, pool. Company picks up substantial piece of employee medical premiums. Tuition reimbursement of up to \$15,000 a year.
3	Olympus Property	440	176	Multifamily real estate	Empowered, happy employees who deliver great service, family atmosphere in a large company.	Bonuses to employees at Olympus properties, based on outcomes. Corporate office employees receive ownership stakes in properties. Employee outings like bowling nights, mud runs, and sports. "Diversity potlucks" celebrate diverse workforce. Leaders attend Disney Institute for leadership. This year, Olympus flew 50 percent of the company – all corporate office employees, property managers and maintenance technicians – to a leadership conference in Cleveland. It flies 100 percent of the company into town for annual holiday party. Olympus pays substantial piece of employee medical premiums.
4	Origin Bank	763	24	Banking	All stakeholders are on equal footing; happy employees drive strong service to customers.	New employees spend a few days at Louisiana headquarters, where they meet the Origin "culture czar." Ample flexibility for employees' needs at home. Origin picks up substantial piece of employees' medical premiums.
5	First Financial Bank, N.A.	1340	15	Banking	Strong financial footing, commitment to its communities, differentiation by service	Numerous employee recognition programs aim to reward strong service. Generous profit-sharing. Tuition reimbursement. Bank picks up substantial piece of employee medical premiums.
6	Burns & McDonnell	5713	86	Architecture, engineering, construction	100 percent employee ownership through ESOP sets up "shop owner mentality."	Burns & McDonnell pays for a substantial piece of employee medical premiums, but awards discounts for things like biometric screenings, online health assessments, and physical activity. Spouses can also earn discounts off of their premiums. Company waived the final month's medical premium last year, because of improvements in health care expense.
SMALL-MEDIUM COMPANIES (up to 250 employees)						
1	Satori Capital	30	30	Private equity	Founded on principles of Conscious Capitalism. All stakeholders benefit when a company looks after everyone's interests.	Satori Sweats and Optimal Living initiatives focus on employee well-being. Daily catered lunches, meditation before meetings, \$1,000 annual allowances for anything fitness-related, biennial health screenings up to \$3,000, fully-paid medical premiums, team workouts, gratitude dinners, corporate concierge, tuition reimbursement for advanced degrees
2	Fort Capital	19	19	Real estate	Firm likes to hire and empower humble, honest and ambitious high-performers and let them take off.	Employees eligible for equity stakes in company's deals after two years of employment; company picks up 90 percent of medical premiums; half-day Fridays twice a month; new 401(k)
3	Sutton Frost Cary LLP	40	40	Accounting	Employee growth fostered by community involvement; technical and leadership development; work-life balance through adequate staffing; strong benefits	Employer-paid medical insurance premiums, social and volunteer outings
4	Forte Benefits	16	16	Employee benefits and compensation	Family culture driven by four partners.	Strong benefits: firm picks up 100 percent of medical premiums. Short- and long-term disability, long-term care coverage, generous 5 percent of pay to employees' retirement plans. Regular employee outings, such as cooking and painting classes, bowling, and Christmas treks to downtown Fort Worth.
5	Qualbe Marketing Group	63	63	Digital marketing	Core values built on trust, respect, honesty, teamwork, risk-taking, accomplishing "more with less," humility, and having fun.	Quirky recognition programs with prizes like "Rock Star" cards, "Ideator" status, stuffed buffaloes and cash. Pickleball, pool, pingpong, basketball, and corn hole tournaments in game room and gym. Company picks up medical premiums. Free healthy snacks, Friday catered lunches, reading competitions to foster leadership
6	Worthington National Bank	50	50	Banking	Family culture puts employee interests first, with expectation they'll treat customers well.	Significant flexibility for family needs. Bank picks up substantial portion of medical premiums and 100 percent of premium for short and long-term disability coverage. Tuition reimbursement for advanced degrees.
7	Koddi	71	37	Technology	Culture of "we" at fast-growing company, which shot up to 60 employees from 30 this year, about to hit 100.	Employees receive full toolkit including computer on first day. Only company among 2018 Best Companies to Work For that gives unlimited paid time off. Equity grants to high performers.
8	Patterson Law Group	17	17	Law firm	Family-centered culture, with playroom for children, bar with Legal beer on tap, pingpong, fenced yard for dogs.	Numerous destressor events for firm families: Halloween party with office-to-office décor and trick-or-treating, Mother's Day brunch (including moms of dogs), regular happy hours, including one for Father's Day, retreats at Legal Beer, off-campus lunches. The company picks up \$1,500 of the medical plan's \$6,000 deductible.
9	Con-Real	50	50	Construction and real estate management	Firm, nearly 40 years old, is building a plan for the next 40. Tenets: safe and efficient workplaces, innovation, legacy, new ideas and people, work-life balance, and retaining trust.	Encouragement of community involvement, \$100 monthly "Con-Real Cash" bonuses to all employees, in-office yoga, frequent social outings. Com-Real picks up substantial piece of medical premiums.
10	MineralWare	18	18	Technology	Fast-growing software company publishes an organizational chart with CEO and GM at the bottom and employees on top, uses "Need Desire Skillset" model to recruit employees and make sure they're in the right seats.	Toolbag for new employees includes laptop of choice and AirPods wireless headset. Paid initiation fee and athletic membership to Fort Worth Club in company's office tower. Happy hours in club. Company pays 100 percent of medical premiums. Upcoming employee bonus of up to 50 percent of salary if company hits \$250,000 in monthly revenue by end of 2020.
11	Baker Firm PLLC - Fidelity National Title	50	50	Title	Fun and rewards in a stressful business.	Profit-sharing twice a year. Company-paid trips to locations such as Cancun and Las Vegas for meeting goals. Company picks up substantial share of medical premiums. Beer fridge, catered lunches, mobile car washes.
12	Steele & Freeman, Inc.	60	60	Construction	Company founded 1979 based on can-do spirit. Robust relationships are at the heart of the company's success and 23 core values.	Key employees have been able to buy stakes in family-held company. Weekly \$100 cash gifts to employees who receive praise from clients, vendors and others outside company. Employees receive annual credits to buy merchandise in company store. Recently built conference center has gym, locker room and showers and is available to families on weekends. Execs coach employees on taking time for family. Social outings like Texoma fish fry. Company picks up substantial piece of medical premiums.
13	Pacheco Koch Consulting Engineers	185	60	Engineering	Long-cultivated family atmosphere.	Group activities, intramural sports leagues, regular happy hours, volunteer outings, and a compressed work week with half-day Fridays that begin with breakfast. PKCE preparing to move Fort Worth offices to building under construction in Whole Foods-anchored Waterside, with Trinity Trail access, employee training room, better kitchen, bike storage and locker rooms, outdoor decks, shade from the property's mature trees, and membership to the CERA recreation center on the property. PKCE pays 100 percent of medical premiums.
14	DFW Center for Spinal Disorders	29	29	Health care provider	Team play and encouragement from management and among employees.	The practice hires employees who live close to their clinics to minimize commutes; gives non-management clinic employees vacation priority during holiday periods, builds administrative days into schedules so employees can catch up and take time off. Bonuses twice a year, Christmas party with raffles and gifts such as Apple watches. Practice picks up substantial piece of emedical premiums.
15	Forrest Performance Group	24	24	Sales training programs	FPG builds esprit de corps modelled after church (belief in the same things), military (service to something bigger than oneself) and university Greek life (loyalty, secrecy, fun).	Regimented training process with rewards for employees who rise to level of thinking like "owners." Friday "I'm Freaking Awesome" happy hours, where each employee praises another's accomplishments. Company pays 100 percent of an employee's premium for medical insurance. Guaranteed 3 percent annual company contribution to employees' 401(k)s
16	Muckleroy & Falls	50	50	Construction	Leadership, loyalty, honesty and work ethic are the core values, written down as the company's founders set the table for a new generation of partners.	Family outings such as bowling, crawfish boils, burger cookouts, and chili cookoffs. Company sends employees and spouses to dinner when employee returns from out-of-town projects. Celebratory gong in office announces new projects won and facilitates in-office communication. Company picks up 100 percent of medical premium. 75 percent discounts on Apple watches in partnership with insurer.
17	Schaefer Advertising Co.	24	24	Advertising/PR/marketing	Core values include collaboration, tenaciousness and exploration. Firm encourages deep community involvement by employees, and team play so the work gets done and employees have time for family and volunteer pursuits.	BooneDoggle, named after company's first office dog Boone, is a two-day, all-expenses-paid annual retreat where the company hands out profit-sharing checks of 10 percent. Recognition awards like the "Kick Ass Award" and the light-hearted "Squirrely" for screw-ups. Spontaneous office competitions like paper airplane-flying. Paid Christmas week off. Employees pay \$18 per month for medical coverage.
18	Fort Worth Country Day School	223	223	Private school	"Common pride" in the Country Day community: 1,100 students, 230 teachers and staff; a few thousand parents each year; and 4,000 alumni from 55 years in operation. The school's mantra is great teachers engage, challenge and connect.	Extensive recognition programs and events for employees, including annual Founders' Day with students and faculty; Club Vigniti for 20-year faculty and staff; and end-of-year luncheon. Each year, the school funds faculty and staff dinners of 10 to promote what Lombardi calls "cross-pollination." Beefed-up medical plan, generous 401(k) match, tuition reimbursement of up to \$26,000 for life of degree.
19	University Building Specialties, Inc.	36	36	Commercial door and hardware distributor	CEO: "My job is to give you the tools to succeed."	Company has contributed a total \$250,000 in each of the last two years to bonuses and, separately, profit-sharing, which goes into his 36 employees' 401(k)s. Company pays 100 percent of medical premiums and added disability subsidies.