

BEST PLACES **HBJ** TO WORK IN CONNECTICUT

2024 AWARDS



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Congratulations to the *Hartford Business Journal's* 2024 Best Places to Work in Connecticut winners. Your commitment to employee health and happiness is an inspiration to all.

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MEET CT'S 2024 BEST PLACES TO WORK

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Most workplaces in Connecticut and across the country have been impacted by workforce shortages.

In fact, Connecticut companies reported about 94,000 job openings at the end of 2023.

Talent attraction and retention are top issues facing many employers, which have had to rethink how they do business, from the types of benefits they offer to the amount of flexibility afforded to workers.

Today, we are revealing our 2024 Best Places to Work rankings, and if you read the winner profiles you'll better understand the company cultures, perks and benefits that engender employee loyalty and appreciation.

Our winners this year were vetted and chosen by Workforce Research Group, a third-party research firm led by President Peter Burke.

In addition to choosing the winners, Workforce Research Group provided survey results that show some of the perks most commonly offered by the companies that make our Best Places to Work list. Of the 40 companies that qualified as honorees for this year's competition, the survey found:

- 63% offer an employer match or other formal contribution to an employee's retirement savings plan account;
- 90% have employees who work from home at least part of the time, and 57% of their overall employee population telecommutes;
- 70% offer fitness and/or wellness programs within the workplace;
- On average, they cover 84% of the health insurance premium cost for employees, and 64% for dependents.

Beyond the perks, our Best Places to Work also had employees who

prized their work environment. Of the employees surveyed from this year's winning companies:

- 90% said their organization's long-term plans seem sensible;
- 91% said they are satisfied with where they work;
- 86% said they have fun at work;
- 92% believe in their company's leadership;
- 90% said their company's benefits package is satisfactory.

As much as this special section aims to celebrate this year's group of winners, it's also meant to be a training tool for other employers to learn new ways to create a loyal and engaged workforce.

We hope you find it informative.

GREG BORDONARO
Editor

A message from **Peter Burke**, president of the

WORKFORCE RESEARCH GROUP

It's such a thrill to honor 40 organizations that were good enough to be considered the "Best Places to Work in Connecticut" for 2024.

This is the 18th year that we have recognized the best employers in the state, and 2024 did not disappoint.

In this crazy post-pandemic time, we are now realizing the permanence of the changes we were forced to make during the public health crisis, in many instances, just to survive.

Many of those changes are now the norm. Employees have re-calibrated their lives and now want flexible schedules and work-from-home arrangements. Others have left their jobs to pursue new passions.

This shift continues to present huge labor force challenges. But, the Best Places to Work have addressed them all, keeping their employees interested, engaged and balanced.

Our firm, Workforce Research Group, was again the research partner conducting the two-part workplace assessment to determine who was good enough to make the list, and where all the winners rank.

Part one was the employer as-

essment, which was worth 20% of the evaluation. We wanted to know what employers are doing for their employees.

We saw that food trucks and coffee carts stopping by for employees is a growing trend. There are a lot of company outings to Hartford Yard Goats baseball games at Dunkin' Park.

Other fun things included ax-throwing experiences, go-cart outings, Halloween parties, and designated "wear your favorite team's gear" days.

One company participates in "bring your child to work day," and also offers Wednesday "wine" day. I wonder if those happen on the same day?

The other 80% of the evaluation came from an 80-question employee feedback survey. The percentage of employee engagement, or what we call the "core employee experience," was 94% for this year's group of winners.

That's amazing considering the national average is right around 35%.

We were also able to determine the top five factors that drive employee engagement:

1. Employees believing they are valued.
2. Employees liking what they do.
3. Employees believing in the leadership of the organization.
4. Organizational commitment to producing quality products and/or services.
5. Employees knowing what is expected of them.

Whether an organization made the list or not, all participants receive access to the employee feedback data dashboard, which provides insights to help organizations get better.

As we celebrate the 2024 winners, we realize they didn't get here by accident. They have all been intentional and committed to efforts to create great places to work.

And they have had a huge impact on their employees, employees' families, customers and the communities they serve.

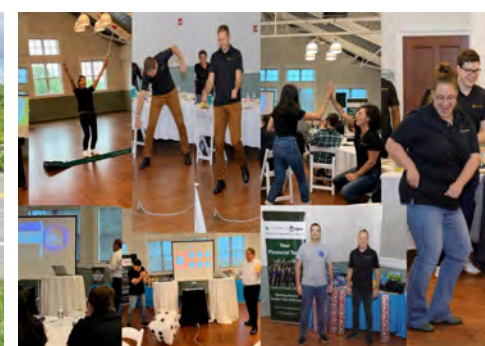
For more information about this year's program and to register for the 2025 program, please visit www.BestPlacesToWorkConnecticut.com.



**1ST
PLACE
WINNER**

JOHNSON BRUNETTI

HEADQUARTERS: Wethersfield
 INDUSTRY: Finance
 WEBSITE: www.johnsonbrunetti.com
 TOP EXECUTIVE: Joel Johnson, Managing Partner



Johnson Brunetti emphasizes service to clients, employees and community

BY SUSAN GONSALVES

“Service, service, service” is key to Johnson Brunetti’s continued success, according to Joel Johnson, managing partner of the Wethersfield-based retirement planning and investment management firm.

At the helm since 2005, Johnson said he started the company to fill a gap in providing financial services for “hardworking, non-ultra wealthy people.”

Working with 5,500-plus households today, Johnson Brunetti provides information in digital, hard copy and in-person formats and places a “hyperfocus” on communication, both with clients and employees.

“We make a huge effort to keep in touch and meet their financial and emotional needs,” Johnson said.

The firm’s 50 employees, who range in age from their 20s to 60s, share a dedication to community service that differentiates Johnson Brunetti from others in the financial planning industry, he said.

“The young people we attract want more than just work,” Johnson said. “They want to make an impact on the community they serve and the world, so they go above and beyond.”

For example, the company has partnered with the Make-A-Wish Foundation for several years. Firm employees helped build a court for a basketball fan and provide flying lessons to a young woman.

“Each one is hard to forget. These are kids with serious diagnoses and health challenges,” Johnson said.

Employee engagement

Chief Operating and Marketing Officer Laurie Tobias, who has worked at Johnson Brunetti for 14 years, said the firm’s community service and “entrepreneur mindset” are among its most appealing qualities to employees.

Each quarter, employees sign up to help charitable causes during work hours. A designated donation is also given on behalf of each new client.

Tobias noted team members

volunteered at House of Heroes, painting, weeding and installing a deck for veterans, as well as meeting their families.

She said the firm does not have minimum-asset requirements, and tries to help people, even if they ultimately do not become clients.

“Our advisers will give a few pieces of advice to start them working toward a better retirement,” she said.

What impresses Tobias the most, however, is that employees “always try to be better within ourselves and for clients.”

“There is a ‘hey, let’s just run forward,’ environment. Let’s try things and experiment and always move ahead,” she said.

Johnson said the firm prioritizes diversifying its workforce with underrepresented groups in the industry like women and minorities.

The diversity inclusion committee recruits through colleges and groups such as the National African American Insurance Association and Hispanic Latino

Professional Association.

Johnson Brunetti holds an A+ rating by the Better Business Bureau, and offers benefits like 85% medical coverage and 100% dental, as well as matched profit sharing, life insurance and short- and long-term disability, the company said.

Appreciation events like “Sip n’ Paint Night,” performance-based bonuses and year-end, goal-incentive trips are other perks.

For telecommuters, Johnson Brunetti provides employees with laptops and software to communicate in the company network, and web conferencing, chat boards and IT support.

Johnson added, “Constant in-person events keep employees engaged. We have a lot of fun.”

That enjoyment includes pizza Tuesdays, ice cream trucks, ax-throwing, go-karting, corn hole, chair massages, reiki and more.

And Johnson’s top tip for individuals approaching retirement age?

“Definitely save 15% of income,” he said.



2 Olsen Construction Services

HEADQUARTERS: Berlin
 INDUSTRY: Construction
 WEBSITE: www.olsensc.com
 TOP EXECUTIVE: Nick Olsen, President

Founded in 2000, Olsen Construction Services is a construction management firm in which 80% of its clients are repeat customers.

Employee Benefits: Pays 100% of medical, dental and vision coverage for part- and full-time employees and dependents, starting on the first day of the month after hire. Has a formal profit-sharing plan, 401(k) and unlimited vacation time. Flexible work hours provided.

Employee Recognition: Safety awards given at year's end. Birthdays and anniversaries are celebrated with lunch at a location



chosen by the celebrant.

Fun & Relaxation: Group sporting events and holiday parties.

Health & Fitness: Promotes fitness/wellness with health club memberships and wellness reimbursement. Mental health and addiction services are available.

Demographics: 73% of employees are millennials; 33% are women in leadership roles.

Community Service: Community service allowed during work hours. Company matches charitable donations.



3 CT Trial Firm LLC

HEADQUARTERS: Glastonbury
 INDUSTRY: Legal
 WEBSITE: www.cttrialfirm.com
 TOP EXECUTIVE: Ryan McKeen, CEO & Owner

In 2016, first-generation lawyers Andrew Garza and Ryan McKeen established the personal injury law firm.

Trophy Case: Earned accolades from the Connecticut Personal Injury Hall of Fame and Multi-Million Dollar Advocates Forum. In 2022, the firm's record growth was recognized on the Inc. 5000 list.

Employee Benefits: Provides 100% healthcare benefits, starting on the first day of hire, as well as full short- and long-term disability

and life insurance for employees. Free mental health therapy and family and pet bereavement among benefits.

Fun & Relaxation: Retreats feature team pedicures, board games, ceramics and painting. Hosts a Yard Goats Family & Friends Night, which also includes clients.

Employee Recognition: Birthdays and anniversaries are announced on social media. Paid time off and bonuses are given when key performance indicators are met.



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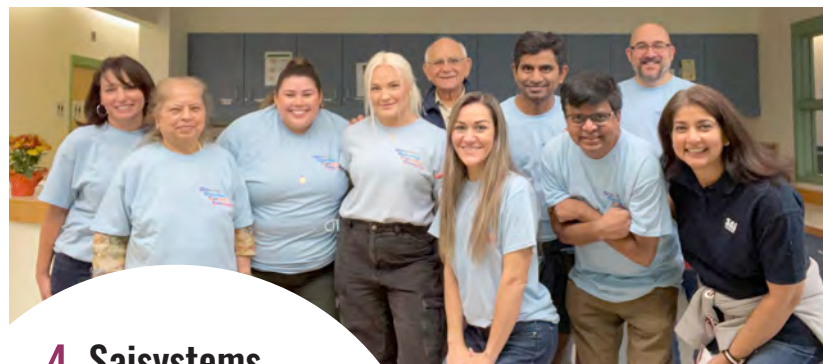
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4 Saisystems International

HEADQUARTERS: Shelton
 INDUSTRY: Technology
 WEBSITE: www.saisystems.com
 TOP EXECUTIVE: Dr. Ramesh Wadhvani, CEO

Saisystems International, celebrating 36 years in business, is a minority- and women-owned technology and healthcare services firm.

Demographics: 40% of employees are millennials; 60% are women in leadership roles. Currently, 50% of employees telecommute, up from 35% prior to the pandemic.

Employee Recognition: Core Values Nomination Program lets peers recognize each other for displaying company values; Hosts

Annual Service Awards; birthdays and anniversary milestones are celebrated with monthly personalized card distribution.

Fun & Relaxation: Annual Diwali celebration, holiday parties, happy hours.

Core Values: Respect, excellence, seva (selfless service), unity and dharma (accountability).

Company Model: Uses an entrepreneurial operating system model, which holds every employee accountable for their role and success.



5 Habitat for Humanity

NORTH CENTRAL CONNECTICUT

HEADQUARTERS: Hartford
 INDUSTRY: Nonprofit
 WEBSITE: www.hartfordhabitat.org
 TOP EXECUTIVE: Karraine Moody, CEO



Habitat for Humanity-North Central Connecticut is part of a global nonprofit that focuses on increasing homeownership opportunities by helping rebuild, renovate and preserve homes and accelerate and broaden access to affordable housing.

Employee Benefits: Pays for medical for full-time employees and dependents at 100% and 74%, respectively; 25% contribution for dental insurance on both; 100% coverage on life insurance and flexible spending plans. In addition, provides one week off for holiday shutdown,

and one week off for summer shutdown.

Employee Recognition: Employees receive cards and gift cards for birthdays. Staff achievements and work anniversaries are acknowledged.

Fun & Relaxation: Provides staff outings and lunches and a holiday party to build camaraderie.

Telecommuting: 50% of staff currently work from home, the same percentage as before the pandemic.

DEI: Employees and managers attend culture and diversity classes and have meetings regarding how to provide a better work environment.

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2018-2024

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6 GO Agency

HEADQUARTERS: Hartford
 INDUSTRY: Advertising/Marketing/PR
 WEBSITE: www.go-agency.com
 TOP EXECUTIVE: Chad Turner, CEO



GO Agency is a full-service marketing and communications business based in Hartford and Atlanta. Services include branding, video, content marketing, UX design and websites, photography and advertising.

Employee Benefits: Covers 100% of healthcare costs and short-term disability starting the first day of the month after hire. Offers 401(k) after 30 days with retirement training. Offers unlimited paid time off, 13 holidays, fully paid paternity and maternity leave, wedding anniversary time off, and encourages mental health days.

Telecommuting: Prioritizes engagement with remote workers (67% of employees telecommute,

previously 27% before pandemic). Virtual coffee and learning sessions, on-camera communications platforms, support with home-office essentials like monitors and lighting.

Work/Life Balance: Employees working more than 35 to 40 hours per week are flagged, and resources are provided to help manage their workload. Dog-friendly office, and parents can occasionally bring children to work and manage their extracurricular activities whenever required. New parents can modify their schedule upon return to meet needs.

Partnerships: Long-standing relationship with University of Hartford for recruitment, internships and mentorships.



7 The Walker Group

HEADQUARTERS: Farmington
 INDUSTRY: Technology
 WEBSITE: www.thewalkergroup.com
 TOP EXECUTIVES: Jessica Rich & Todd Bailey, Co-CEOs



Founded in 1986, The Walker Group is an IT digital marketing consulting firm. It is a Perpetual Purpose Trust-owned company and a registered Benefit Corporation.

Core Values: Core values of integrity, long-term relationships, high quality service, accountability and stewardship have been converted by employees into a culture guide outlining a set of behaviors they expect from one another.

Employee Recognition: Awards and cash prizes are distributed at company meetings. Birthdays and life events are marked with parties, lunches and gifts. Gifts of \$100 per year worked are given for anniversaries.

Fun & Relaxation: Spirit days, scavenger hunts, nacho bars, escape rooms, ax-throwing and boat rides are among activities, along with outings to Yard Goats games.

It's the people that make us GO.

Congratulations to all of this year's winners.



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8 Flow Tech Inc.

HEADQUARTERS: South Windsor
 INDUSTRY: Technology
 WEBSITE: www.FlowTechInc.com
 TOP EXECUTIVE: Michael Davis, President

Flow Tech Inc., a 100% employee-owned company, sells, services and supports more than 20 manufacturers' engineered equipment and systems for HVAC and water/wastewater applications. The company works with facilities departments of large buildings to service and maintain equipment and provides support to contractors of construction projects.

Core Values: Act with respect. Do the right thing. Go the extra mile. Own it.

Fun & Relaxation: Yard Goats party deck, holiday party with sit-down dinner, bowling night and trivia.

Employee Recognition: President

sends emails highlighting successes. Monthly newsletters acknowledge new hires, milestones and achievements. Congratulations offered on social media and LinkedIn.

Partnerships: Collaborates with technical high schools, UConn Bridge students and Boys & Girls Club of Hartford, hosting field trips to the demo lab and promoting careers in industry.

Employee Benefits: Company covers 100% of health insurance costs for employees and dependents, fully paid maternity and paternity leave with flexible work schedules upon return, and bereavement leave for death in the family, friends and pets.



9 Cooperative Systems

HEADQUARTERS: Windsor
 INDUSTRY: Technology
 WEBSITE: www.coopsys.com
 TOP EXECUTIVE: Bob DeLisa, Founder & CEO

Cooperative Systems provides IT support and cloud-computing services, business technology strategy and design, and data backup for small and medium businesses in Hartford, Boston and Springfield.

Core Values: Personable, accountable, adaptable and dedicated to success.

Trophy Case: Hartford Business Journal's Best Places to Work for 10 consecutive years.

Fun & Relaxation: Hosts events at baseball games, charcuterie-making class and Big E.

Employee Recognition: Awards gift cards, extra paid days off,

tickets to events, announcements of milestones on social media. On birthdays, Crumbl cookies are sent to an employee's house.

Employee Benefits: Covers 92% of medical insurance for employees and 59% for dependents; for dental, vision, life insurance, long-term care insurance and long- and short-term disability, company pays 100% of costs for both.

Other Perks: Firm offers Friday early dismissals, paid time off for volunteering, paid time off in summer months to train for school/certification. Full- or part-time child care is paid either on a regular basis, or at pre-arranged times.



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10 Downes Construction Co.

HEADQUARTERS: New Britain
INDUSTRY: Construction
WEBSITE: www.downesco.com
TOP EXECUTIVE: David Patrick, President



Founded in 1934, Downes Construction Co. was formerly a third-generation family-owned business, and is now 100% employee-owned. It serves the K-12, public safety, municipal and healthcare markets.

Core Values: Safety first, integrity, quality, accountability, leadership. **Fun & Relaxation:** Hosts Yard Goat games, National Pizza Day, Cinco de Mayo, chair massages, Halloween costume contest, lunches.

Demographics: 41% of employees are millennials; 33% are women in leadership positions.

Employee Recognition: “Annual

Project Manager,” “Superintendent” and “Project Team” of the Year awards presented. Feel Good Friday announcements of project wins or team achievements. Shout-outs in company newsletter and social media. Day off given during the week of a birthday. Work anniversaries are recognized with monetary gifts.

Employee Benefits: Effective first day of hire, covers 83% of employee and dependent medical and dental costs. Employees can enroll on day one for 401(k) plans, which get an annual \$500 employer match. ESOP with 100% vesting after six years of service.

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11 Bradley, Foster + Sargent Inc.

HEADQUARTERS: Hartford
 INDUSTRY: Finance
 WEBSITE: www.bfsinvest.com
 TOP EXECUTIVE: Galan G. Daukas, President & CEO

Bradley, Foster + Sargent is an independently-owned wealth management firm specializing in high-net-worth clients.

Employee Benefits: Full-time employees are eligible for health-care benefits on the first day of hire. BFS covers 80% of the cost for medical, dental and vision insurance for both employees and dependents. Pays for 100% of life insurance for employees and has fully paid maternity leave.

Telecommuting: 80% of the staff is telecommuting/hybrid, an increase from 5% prior to COVID. BFS pays

for furniture, computers, chairs, screens and other equipment for employees who work from home.

Demographics: 26% of employees are millennials, while 50% are women in leadership positions.

Fun & Relaxation: Hosts Hartford Athletic and Yard Goats outings, holiday parties, happy hours, picnics, employee meet and greets and other team-building activities. Growth in assets under management results in boat cruises, weekend getaways and a family trip to Florida.



12 Adams & Knight

HEADQUARTERS: Avon
 INDUSTRY: Advertising/Marketing/PR
 WEBSITE: adamsknight.com
 TOP EXECUTIVE: Jill Adams, Principal & CEO

Adams & Knight is an integrated marketing agency that helps build brands across a variety of clients in healthcare, financial services, education and travel/life-style sectors.

Core Values: Collaboration, creativity (including creative problem-solving), commitment to excellence and culture of belonging.

Fun & Relaxation: Hosts summer grill days, employee lunch in office at company's 1950s diner, annual chili fest judged by employees and celebrity chefs, summer outing, Halloween dress-up party and holiday party.

Employee Benefits: On first day of hire, coverage begins for medical insurance (80% covered) for employees and dependents; dental and vision (100% covered) for employees. The 2024 plan expanded to include, at no additional cost, mental health coverage, a wellness program, 24/7 employee assistance program, gym discounts, nutrition counseling, discounted pet insurance, adoption assistance and more.

Telecommuting: All employees have a hybrid schedule, working the same two days a week in the office. Prior to COVID, no one telecommuted.



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13 Child Health and Development Institute

HEADQUARTERS: Farmington
 INDUSTRY: Nonprofit
 WEBSITE: www.chdi.com
 TOP EXECUTIVE: Jeffrey J. Vanderploeg, President & CEO

Child Health and Development Institute is a nonprofit that provides behavioral health and wellness services for children, youth and families.

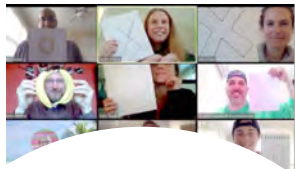
Employee Benefits: Pays for 85% of health and dental care insurance, and offers 5% employer contribution to a pension plan in which employees become 100% vested after working 1,000 hours in the plan year. CHDI will match employee contributions up to

5% for a total potential employer contribution of 10%.

Employee Recognition: Sunshine committee recognizes staff on a monthly basis for work achievements, anniversaries and life events. A monthly newsletter also highlights these milestones.

Fun & Relaxation: Events include Bring Your Child to Work Day, the office holiday party and decorating contest, Halloween pumpkin decorating contest and annual picnic.





14 Diray Media

HEADQUARTERS: Norwalk
 INDUSTRY: Advertising/Marketing/PR
 WEBSITE: diraymedia.com
 TOP EXECUTIVE: Nancy Arnold, CEO

Diray Media is a women-owned media boutique with more than 35 years of experience. It secures ad spots on Cable TV, YouTube or Roku and assists customers through creative campaigns for toys, beauty and household products.

Employee Benefits: Company absorbs 100% of healthcare costs; offers paid maternity and paternity leave; matches employees' charitable contributions; facilities promote exercise and fitness; gym reimbursement for healthy living; flexible hours.

Fun & Relaxation: Holds parties, happy hours, events for clients, rooftop Octoberfest, bingo, bowl-

ing and baking.

Survey Says: Employee survey responses led to a two-day in/three-day out of office hybrid schedule. Formed a culture committee in partnership with Brendon Burchard's Growth Day model to provide development for personal and professional growth.

Demographics: 47% of workforce is made up of millennials; 100% women in leadership roles.

Employee Recognition: Birthday lunches with favorite foods, secret gifts and owner surprise for celebrant; weekly "Shout Out Loud" kudos; team appreciation, including "pick your favorite lunch spot."



15 Mintz + Hoke

HEADQUARTERS: Avon
 INDUSTRY: Advertising/Marketing/PR
 WEBSITE: www.mintz-hoke.com
 TOP EXECUTIVE: Ron Perine, Managing Principal & CEO



Mintz + Hoke is a full-service advertising agency that provides creative research, strategy, design, branding and digital services. The Media Only division delivers media, PR and social media capabilities.

Employee Recognition: Employees receive gift cards on work anniversaries. Birthdays and anniversaries are celebrated through posts on social media. Spot bonuses are given for outstanding achievements.

Fun & Relaxation: Hosts a Healthy Meals Cook-a-Thon (volunteer

with local restaurant chef to make meals for residents suffering from chronic diseases), book club, and eating for sustained energy class.

DEI Efforts: Company hires inclusively; three of the agency's five principals are women, and staff includes an individual with a developmental disability. Helping to launch the CT Creative Academy, a tuition-free, nonprofit portfolio school.

Trophy Case: Previously named one of Connecticut's Best Places to Work by the Hartford Business Journal.

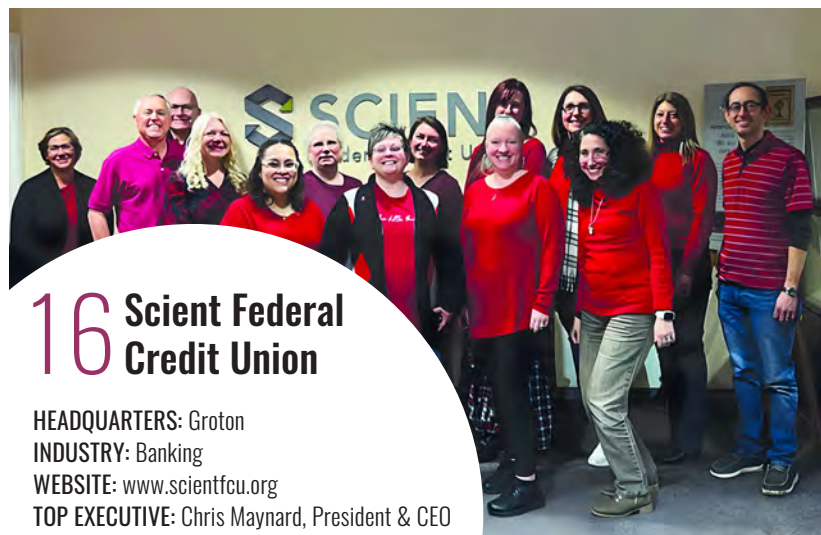
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16 Scient Federal Credit Union

HEADQUARTERS: Groton
 INDUSTRY: Banking
 WEBSITE: www.scientfcu.org
 TOP EXECUTIVE: Chris Maynard, President & CEO

Started in 1968 by four Pfizer pharmaceutical scientists, Scient Federal Credit Union has grown to more than 21,000 members.

Employment Benefits: Company covers 80% of medical insurance for employees and dependents, and 70% of dental and vision insurance for both.

Fun & Relaxation: Activities include potlucks based on themes like Super Bowl snacks or Thanksgiving food; group volunteer activities like New London 5K walk to end homelessness; and department decorating contest for holidays.

Employee Recognition: Recognition on homepage where employees honor peers; a Recognition Treasure Chest provides gift cards of \$5 to \$25 to recognize achievements. Spot awards, such as a one-time bonus (\$50 to \$2,000), are given for a new system implementation or onboarding/training.

Demographics: Millennials comprise 60% of employees; 70% are women in leadership roles.

Telecommuting: 70% of workforce works from home; prior to the pandemic, no one did.



17 Connecticut Wealth Management

HEADQUARTERS: Farmington
 INDUSTRY: Financial Services
 WEBSITE: www.ctwealthgmt.com
 TOP EXECUTIVE: Kevin C. Leahy, President & CEO



Connecticut Wealth Management is a financial services firm founded by Kevin C. Leahy and Denis Horrigan in 2010.

Employee Benefits: Company pays 70% of health, dental and vision benefits for employees and dependents starting the first day of the month after hire. Offers five weeks of vacation, 11 paid holidays, fully paid maternity and paternity leave, 40 hours of bereavement time, and eight hours paid birthday.

Demographics: 43% of employees are millennials, 45% are wom-

en in leadership roles. Workforce ranges in age from 20s to 70s.

Employee Recognition: Cheers for Peers honors employees with gift cards and monetary prizes; hosts an annual awards ceremony; at one-year work anniversary, employees receive Ugg slippers.

Fun & Relaxation: Offers all-expenses-paid Foxwoods Resort Casino retreat; happy hours; has a café with healthy foods and snacks; paint nights; team retreats for bonding; pumpkin carving; Cinco de Mayo; patio with grill for lunch outside.

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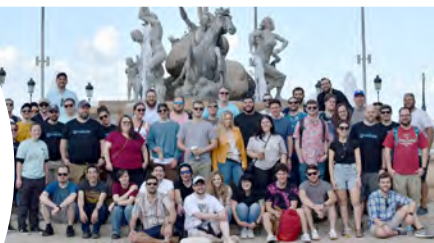


Ratings based on survey responses collected at year-end 2023 by Hartford Business Journal in partnership with Workforce Research Group. Participants in this survey are not required to pay any particular fee or purchase any particular analyses or reports. Award is not indicative of future investment performance nor represents client experience.



18 Charles IT

HEADQUARTERS: Middletown
INDUSTRY: Technology
WEBSITE: www.charlesit.com
TOP EXECUTIVE: Foster Charles, Founder & CEO



Founded in 2006, Charles IT is an IT and cybersecurity company servicing small businesses with technology.

Core Values: Honest and forthright, exceptional service, passionate people, endless improvement.

Employee Recognition: Milestones announced on social media; weekly tokens given by peers that are traded for attempts at prizes; badge chips presented for work anniversaries.

Demographics: 70% of workforce is made up of millennials and 15% of leadership roles are filled by women.

Fun & Relaxation: Has an “Epic Outing” in December when the company travels to a location, and employees only learn the destination at the airport. Offers coffee, kombucha, happy hours, beer kegs and dry cleaning; allows dogs in the office.

Professional Development: Has a weekly leadership program that is offered over six months. Specialists are brought in on topics like homebuying and money management.

Employee Benefits: Covers 65% of health, dental and vision insurance for employees and dependents. Employees get birthdays off and benefit from a profit-sharing plan.



19 Connecticut Carpentry Corporation

HEADQUARTERS: Rocky Hill
INDUSTRY: Construction
WEBSITE: www.ctcarpentry.com
TOP EXECUTIVE: Victoria DiBacco, President

Founded in 1970, the second-generation, family-owned Connecticut Carpentry Corp. is a specialty trade contractor and general contractor that works on large-scale projects in the state.

Core Values: Integrity, trust and quality.

Fun & Relaxation: Office shuts down for one hour daily so staff can have lunch together. Hosts annual holiday party, team celebrations, birthday parties,

including for office dogs.

Demographics: 20% of employees are millennials and 67% are women in leadership roles.

Employee Benefits: Offers flexible work hours, personal enrichment and mental health days. Partial funding of maternity and paternity leave, occasional bonuses. Employees can participate in community service during business hours without losing vacation time or pay.



20 Interscape Commercial Environments

HEADQUARTERS: Farmington
INDUSTRY: Commercial Furniture and Architectural Products
WEBSITE: www.interscape.com
TOP EXECUTIVE: Nancy Hagstrom, CEO



Interscape Commercial Environments designs furniture and architectural products for the office, healthcare and educational markets.

Employee Recognition: Employees are recognized each year on work anniversaries. At 10 years, they are gifted a \$5,000 travel experience. Birthdays are offered as paid floating holidays and marked at monthly meetings. Employees decorate each other’s workspaces to celebrate milestones.

Fun & Relaxation: Events include a lake house party, cornhole competition with happy hour prize, lunch

on the Lanai and ice cream social.

Survey Says: Employee surveys provided feedback on how to improve team-building activities, institute work/life balance and community involvement, which has contributed to the company’s evolution.

Employee Benefits: Offers \$500 toward home office furniture; 90 days after hire, full-time employees and dependents receive health-care insurance at 80% and 30% coverage; half of dental and vision insurance is covered. Company will match a \$25-per-month Health Savings Account contribution.

Connecticut Carpentry Corporation is Honored to be Recognized as one of the HBJ BEST PLACES TO WORK in CT 2024!



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www.ctcarpentry.com 860-571-8812 info@ctcarpentry.com



BEST PLACES TO WORK IN CONNECTICUT 2024 AWARDS





21 Access Health CT

HEADQUARTERS: Hartford
 INDUSTRY: Health Insurance Exchange
 WEBSITE: www.accesshealthct.com
 TOP EXECUTIVE: James Michel, CEO



Access Health CT is a health insurance exchange that provides access to insurance and insurance-related products. The organization is focused on reducing the uninsured rate and health disparities in the state.

Employee Benefits: Access Health pays 95% of medical coverage for employees and dependents; 100% vision for both; and 100% dental for employees and 82% for dependents. Employees have short- and long-term disability costs covered at 100%.

Employee Recognition: Employees recognize colleagues with "LOVE" (Living Our Values Everyday)

awards. Birthdays, work anniversaries and other milestones are acknowledged at weekly meetings and monthly in-person celebrations.

Core Values: Authenticity, integrity, excellence, ownership, one team, passion are core values.

Fun & Relaxation: Family reunions are held twice per year. Other events include a holiday celebration at a local restaurant, summer gathering at Dunkin' Park in Hartford, and pumpkin and gingerbread house decorating.

Demographics: Millennials comprise 41% of the workforce, while 70% are women in leadership roles.



22 Reid + Riege P.C.

HEADQUARTERS: Hartford
 INDUSTRY: Legal
 WEBSITE: www.rrlawpc.com
 TOP EXECUTIVE: Thomas Kasper, President



Founded in 1950, Reid & Riege P.C. is a Hartford-based law firm with various practice areas ranging from business services and commercial real estate to finance and lending and nonprofits.

Employee Benefits: The firm pays for 75% of medical and dental benefits for employees, and 50% for dependents. It offers fully paid maternity and paternity leave, and contributes 8% of employee compensation monthly to 401(k) plans.

Employee Recognition: Birthdays are announced on firm's intranet website. Employees receive

Dunkin' Donuts gift cards for milestones and a party and gifts to mark anniversaries of 20-plus years.

Demographics: Twenty-three percent of workforce is made up of millennials, and 20% of leadership positions are filled by women.

Fun & Relaxation: Activities include Staff Appreciation Week with bingo, raffles and themed lunches, holiday parties, and Family Day at Lake Compounce.

Telecommuting: Twenty percent of employees telecommute, an increase from 5% before the pandemic.



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23 MicroCare LLC

HEADQUARTERS: New Britain
 INDUSTRY: Manufacturing
 WEBSITE: www.microcare.com
 TOP EXECUTIVE: Thomas Tattersall, CEO

Founded in 1983, MicroCare formulates, blends and packages specialty cleaning, coating and lubricating fluids used in the manufacturing and installation of products in electronics, medical devices, fiber optics, infection prevention and metal fabricating industries.

Core Values: Safety, customers, respect, innovation and teamwork are core values.

Employee Benefits: Company covers 85% of medical costs for employees and dependents. Other benefits include short-term disability, including maternity leave.

Telecommuting: About 31% of company employees telecommute, which is an increase from

10% pre-COVID. Employees work on hybrid schedules and stay connected using FaceTime.

Fun & Relaxation: Fitness and wellness programs are provided in the workplace. Events include coffee bars, an annual family picnic, and an outing at Quassy Amusement Park.

Employee Training: LinkedIn Learning monthly sessions include topics like stress management and burnout prevention.

Employee Recognition: 'Shout outs' are given to employees who demonstrate core values. Posts on social platforms mark achievements. Safety milestones are celebrated with luncheons.



24 ADNET Technologies LLC

HEADQUARTERS: Rocky Hill
INDUSTRY: Technology
WEBSITE: www.thinkadnet.com
TOP EXECUTIVE: Lynette Maffei, President



ADNET Technologies LLC, founded in 1991, is an IT management and cybersecurity firm with offices in Rocky Hill and Albany, New York.

Core Values: Core values are passion, integrity, focus, professionalism and accountability.

Employee Benefits: Company pays 83% of healthcare costs for employees and 62% for dependents; also covers 50% of dental and vision for both. Options include pet, critical illness and hospital indemnity insurance.

Employee Recognition: At quarterly People's Choice Awards, employees are honored by team-

mates. A leadership award is given to a person who works above and beyond. Recognition is provided to employees in the different teams based on high client satisfaction scores.

Fun & Relaxation: Happy hours, sports, video gaming, virtual reality are among fun activities.

Survey Says: Feedback led to creation of Unlimited Responsible Time Off (FTO) policy, added healthcare options, training and certification program and flexible schedules.

Telecommuting: All employees work from home. Before COVID, it was 25%.



25 Associated Construction Co.

HEADQUARTERS: Hartford
INDUSTRY: Construction
WEBSITE: www.accgc.com
TOP EXECUTIVE: Joseph Jankowski, President

Founded in 1942, Associated Construction Co. supports owners, developers and institutions on commercial projects from design phase to construction, acting as construction manager, general manager or owner's representative.

Core Values: Safety is the firm's top priority: One voice, one team, unwavering integrity and respect, we win when everyone wins are the company's core values.

Employee Recognition: Company provides annual merit pay increases, annual bonus structure/incentive evaluation and additional spot

bonuses. Birthdays and anniversaries are put on companywide blasts and social media posts.

Fun & Relaxation: Company has potluck lunches/dinners, holiday parties, seasonal outings, contests and prizes.

Survey Says: Data from a survey was used to develop a comprehensive Skill Set Development Plan centered around career development.

Employee Benefits: Starting 30 days after hire, the company pays for 50% of medical costs for employees and dependents.



26 SIMPSON Healthcare

HEADQUARTERS: Old Lyme
INDUSTRY: Advertising/Marketing/PR
WEBSITE: www.simpsonhealthcare.com
TOP EXECUTIVE: Kelly Angelini, Owner



SIMPSON Healthcare is a scientific communications agency that provides the pharmaceutical, biotechnology, medical diagnostic and device industries with a range of overall marketing strategies.

Employee Benefits: SIMPSON contributes 100% of medical and dental coverage for employees, and 50% coverage for dependents. It also gives a 100% match up to 6% of annual earnings in 401(k) plans. Company partially pays for maternity and paternity leaves, of-

fers 21 holiday days and a personal floating holiday, provides stipends for work-from-home space and allows flexible schedules.

Employee Recognition: At bi-weekly, company connect meetings, yearly anniversaries and wins are recognized. Employees with 10 or 20 years of service are given financial awards.

Fun & Relaxation: SIMPSON organizes a weekly journal club. Each week, there is a 90-minute pause to allow employees to enjoy personal, fun time.



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27 CT Ear, Nose & Throat Associates PC

HEADQUARTERS: Wethersfield
 INDUSTRY: Healthcare Provider
 WEBSITE: ctentonline.com
 TOP EXECUTIVE: Kevin Larsen, CEO

Founded in 1997, CT Ear, Nose & Throat Associates is a full-service medical practice comprised of board-certified physicians, advanced practice providers and audiologists.

Core Values: The practice emphasizes excellence, innovation and growth, ownership, empowerment, client focus, community and team.

Fun and Relaxation: Employees have outings to Yard Goats games.

Employee Recognition: Appreciation social events are held. Potluck lunches celebrate big life events. Work anniversaries and

special service recognitions by patients are acknowledged. Practice marks professional recognition weeks, such as Nurse Week and Physician Assistant Week.

Demographics: Millennials make up 55% of the workforce, women fill 66% of leadership roles.

Employee Benefits: Full-time employees get 85% of medical costs covered. For those employees taking the high deductible plan, a contribution of \$1,200 is given to their health savings account. Bereavement time and select comp days are offered.

ctentonline.com



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1ST PLACE WINNER

Consigli Construction

CT MAIN OFFICE: Hartford
INDUSTRY: Construction
WEBSITE: www.consigli.com
TOP EXECUTIVE: Anthony Consigli, CEO

Consigli Construction grows business, workforce with inclusive company culture

BY SUSAN GONSALVES

It's noteworthy for any company to endure for nearly 120 years, but Consigli Construction is doing just that and thriving.

A fifth-generation, family-led business, Consigli provides construction, renovation and restoration services for academic, healthcare, life sciences, government and other industries across the Northeast and mid-Atlantic.

Sacred Heart's new \$70 million hockey arena is a recent project example.

Despite having 13 offices and 1,800 employees, the company maintains the spirit of a smaller organization, emphasizing an environment of teamwork, according to Josh Sylvester, director of operations for Connecticut.

"Our culture is built on drive, humility and accountability," Sylvester said. "We focus on building three things: great people, great projects and great relationships."

During his 10-year tenure, Sylvester saw the company's 2018 trans-

formation into an employee-owned business, with brothers Anthony and Matthew Consigli at the helm.

"There are only advantages to being an ESOP," Sylvester said. The corporate structure gives employees, including the 100 in his office, "more incentive to be engaged and feel like they play a part in all decision-making on a daily basis," from entry-level workers and recent college graduates to senior leaders.

Alondra De Leon, a senior project manager, joined the firm two-and-a-half years ago and immediately felt at home because of its welcoming, supportive culture, she said.

"I've always been treated with respect and felt valued and appreciated," De Leon said. "The best places to work are made of the people who create environments where you can be your best, truest self, and Consigli provides that for us."

The company created a field guide, "Building Beyond Ourselves," that employees can keep in their pockets at job sites, Sylvester said.

"Construction is a tough industry," he noted, "with high expect-

tations, unrealistic deadlines and constant people management."

He said the guide gives encouragement and advice on how to handle difficult situations, as well as the context behind Consigli's nearly 120-year history, "showing how we got to where we are."

Culture and connectivity

Consigli also offers a six-month Manager Excellence Academy, which provides training on "soft skills to become effective leaders."

"It's also a way to strengthen culture and connectivity within our company," Sylvester said, noting there is representation from regional offices.

Consigli has a diversity, equity and inclusion task force, and employee resource groups like Pride, People of Color Network, Women's Initiative Network and Military Veterans.

Recruitment efforts include a partnership with New Haven Promise, a nonprofit that provides academic support and scholarships to New Haven Public School stu-

dents. The collaboration ensures "a broad spectrum of people can put their fingerprints on the culture of our company," Sylvester said.

Employees also receive an array of benefits and fun perks.

The company covers 87% of medical and dental insurance costs for employees and dependents, and offers maternity and paternity leaves, annual flu shots, wellness program discounts and tuition reimbursements.

For fun, the workforce enjoys half-day summer Fridays, catered lunches and free breakfasts. Employees also bond over special events like softball games and chili cook-offs.

"My coworkers have become friends, and we support each other personally and professionally," De Leon said. "We motivate one another to be the best versions of ourselves, both on and off the job site."

"Consigli has always fostered a company culture that feels more like family and prioritizes staying true to who we are as genuine builders above all else," she added.



2 VACO LLC

CT HEADQUARTERS: Shelton
 INDUSTRY: Staffing/Consulting
 WEBSITE: www.vaco.com
 TOP CT EXECUTIVE: Lauren Becker, Managing Partner

VACO LLC provides consulting, project resources, executive search, direct hiring and strategic staffing services. The firm finds talent for sectors including accounting, finance, IT, digital, risk and compliance, operations and administration.

DEI Efforts: Employees receive training on topics like diversity and inclusion, managing bias and preventing harassment and discrimination. The company has resource groups for Asian American and Pacific Islanders, Black and Hispanic and Latin employees.

Survey Says: An annual engagement survey assesses the organization's health. A pulse survey is also administered midyear to gain feed-

back on aspects of the workplace culture. Leaders and managers discuss and communicate results to make decisions and action plans.

Telecommuting: Prior to the pandemic, 30% of the workforce telecommuted. That figure is now at 70%.

Fun & Relaxation: Employees enjoy Halloween dress up, holiday parties, and an annual sales trip, "Vatopia."

Employee Recognition: The company acknowledges birthdays on LinkedIn, and celebrates marriages, work anniversaries and new family members. It offers coffee gift cards as well as kind messages to mark milestones.



3 Inspira Marketing Group

HEADQUARTERS: Norwalk
 INDUSTRY: Advertising/PR/Marketing
 WEBSITE: www.inspiramarketing.com
 TOP EXECUTIVE: Jeff Snyder, Founder & Chief Inspiration Officer

Inspira specializes in building brands in apparel, automotive, food, beverage, entertainment and other markets. American Express, Netflix, National Geographic and California Pizza Kitchen are among its clients.

Employee Benefits: Inspira covers 100% of medical and dental costs for employees, and 75% and 65%, respectively, for dependents. It pays 50% of vision for both.

Giving Back: Employees compete in an "Annual Day of Giving" pitch, creating concepts and fundraising campaigns. This year, Soles2Souls raised \$15,000 to provide an elementary school with

new shoes.

Employee Recognition: Work milestones are recognized with gifts, as are engagements, weddings, adoptions, births, etc.

Trophy Case: Firm recognized as a Best Companies Group Inclusive Workplace and Best Places to Work by Ad Age and HBJ.

Fun & Relaxation: The office enjoys events like happy hours at its own "Bar Infuse;" complimentary cereal bars on Tuesdays and bagels on Thursdays; book club meetings and employee-created experiences like masquerade mysteries and beachside retreats.



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4 One Digital

CT HEADQUARTERS: Farmington
INDUSTRY: Insurance (Healthcare)
WEBSITE: www.onedigital.com
TOP CT EXECUTIVE: Emily Bailey, Managing Principal

Founded in 2000, One Digital is a consulting and advisory firm for insurance, financial services and human resources markets.

Core Values: The firm’s value drivers are: Fresh thinking, relentless, invested, responsive, strategic, personal, trustworthy and optimistic.

Employee Recognition: Kudos is an employee recognition program where shoutouts are given to employees who exemplify the company’s values. Around the Horn is a biweekly forum where achievements are celebrated. Leaders present a Player of the Year award at the holiday party.

Fun & Relaxation: The company



holds a summer picnic and special events like Bring Your Child to Work Day, happy hours and potlucks.

DEI Efforts: Diversity, equity and inclusion topics are featured through videos, Ted Talks, quizzes and homework. Employee resource groups include Black Females Forward (BFF) and Bringing Real Awareness to Veterans Everywhere (BRAVE).

Trophy Case: One Digital earned The Glassdoor Employee Choice Award, based on employee input, among 100 employers nationwide. It was the only insurance and retirement advisory firm to receive the distinction.



5 UHY LLP

CT HEADQUARTERS: Farmington
INDUSTRY: Accounting
WEBSITE: www.uhy-us.com
TOP CT EXECUTIVE: John Salemi, Office Managing Director

UHY LLP is an accounting and consulting firm that provides audit, tax and advisory services to the middle market.

Employee Benefits: Firm pays 95% of medical costs for employees and dependents, and 70% and 25% of dental and vision costs, respectively, for both. It also offers full maternity and paternity leaves.

Employee Recognition: Employees working above and beyond are recognized with spot bonuses. A UHY Spirit Award winner is honored. Birthdays are celebrated with gifts, cakes and cards.



DEI Efforts: Company offers sponsorships, scholarships and speakers in initiatives aimed at attracting minority high school students to consider accounting as a career. Women Invested in Success and Excellence (WISE) program has support and management training for women. Annual DEI training for employees is required, with additional mandatory training for senior positions.

Fun & Relaxation: Employees enjoy ice cream socials, happy hours, catered lunches and outings such as to the Saratoga racetrack.

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6 Hinckley Allen

CT HEADQUARTERS: Hartford
 INDUSTRY: Legal
 WEBSITE: www.hinckleyallen.com
 TOP CT EXECUTIVE: Thomas Marrion, Partner

Founded in 1906, Hinckley Allen is a multiservice regional law firm offering a range of services in construction, real estate, corporate, healthcare and financial services markets to regional, national and international clients.

Employee Benefits: Firm pays 80% of medical benefits for employees and dependents starting on the first day of hire. Voluntary benefits include cancer, accident and pet insurance. Employees get wellness program discounts, time off for voting (up to two hours) and "Ramp" up time when returning after a birth to work a percent-



age of their hours.

DEI Efforts: A scholarship was created for students of color at Georgetown University. Firm participates in minority job fairs like UConn's Cultural Diversity Initiative Job Fair and is a member of the CT Lawyers Collaborative for Diversity.

Fun & Relaxation: Last year's summer outing was to Lake Pearl, Wrentham, Mass., where backpack coolers were provided for all. Quarterly mental health breaks are offered with activities like flower planting and calm apps.



7 HNTB

CT HEADQUARTERS: Rocky Hill
 INDUSTRY: Engineering
 WEBSITE: www.hntb.com
 TOP CT EXECUTIVE: Jacob Argiro, Office Leader and Vice President

Founded in 1914, HNTB is an employee-owned engineering-infrastructure consultant that advises on transportation needs, financing, design, construction, community outreach and ongoing operations.

Employee Benefits: HNTB pays 80% of medical and dental costs for employees and dependents. It matches 50% up to 6% of contributions to an employee's 401(k). Company covers up to 12 weeks of fully paid short-term disability.

Trophy Case: HNTB was recognized as a 2023 Corporation of the Year by the Conference of Minori-



ty Transportation.

Fun & Relaxation: Fun company events feature food trucks, sundae stations and pizza, and include a bowling night, summer picnic and holiday party.

Employee Recognition: A spot recognition program honors employees who go above and beyond with gifts. Birthdays are celebrated via a monthly electronic newsletter and at all office meetings.

DEI Efforts: Ambassador onboarding program focuses on inclusion from day one. Company has social media awareness campaigns to support an inclusive workforce.

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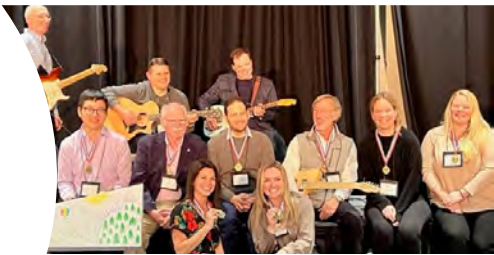
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8 Robinson + Cole LLP

HEADQUARTERS: Hartford
INDUSTRY: Legal
WEBSITE: www.rc.com
TOP EXECUTIVE: Rhonda J. Tobin, Managing Partner



Founded in 1845, law firm Robinson + Cole serves regional, national and international clients in 11 offices from the Northeast, Mid-Atlantic, Florida and California. The firm employs 250-plus lawyers and other professionals.

Employee Benefits: Firm pays 75% of medical and dental insurance for employees and their dependents; pays 100% for short- and long-term disability for all team members.

Employee Recognition: Awards are given by peers to mark anniversary milestones. Annual firm awards are presented for community/pro bono service and DEI in-

volvement. Employee birthdays are posted on intranet companywide and celebrated with cakes monthly.

Fun & Relaxation: Activities include Welcome back Wednesday lunches, annual summer outings, holiday events, trivia contests, paint nights and office puzzles.

DEI Efforts: The firm has been Mansfield Rule certified for four years, meaning it considers at least 30% of historically underrepresented individuals for various positions at the firm. It participates in DEI career fairs and has training for anti-harassment, anti-discrimination, gender identity, etc.



9 Edward Jones

CT HEADQUARTERS: Ridgefield
INDUSTRY: Finance
WEBSITE: www.edwardjones.com
TOP CT EXECUTIVE: George Ameer, Regional Leader



Founded in 1922, financial advisory firm Edward Jones has 19,000 advisors working directly with more than 8 million clients with \$1.6 trillion in client assets under management.

Employee Recognition: Regionally, a financial advisor and branch office administrator win the Ted Jones Spirit Award for exemplifying the values, culture and spirit of giving back. Peers choose winners who receive medallions with Ted's image. Associates are given awards for years of service consisting of a necklace/pendant or tie tack/lapel pin.

Fun & Relaxation: A Travel Award program enables advisors to

relax and recharge in 80 different locations.

Mentoring: The firm's branches participate in the Goodknight Program, where financial advisors mentor and train new employees and offer them less active clients to serve in new branches, often in the same town.

Core Values: The firm's core values are client focus, respect for individuals, a long-term quality investment philosophy and a spirit of partnership.

Telecommuting: Seventy-nine percent of employees telecommute compared to 68% prior to the pandemic.

Robinson+Cole

We are incredibly proud to, once again, be recognized and acknowledge our lawyers and professional staff who bring their very best to work each and every day.



Contact: Rhonda J. Tobin | rtobin@rc.com | 860.275.8327

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10 USAAW Waste & Recycling

HEADQUARTERS: Enfield
 INDUSTRY: Waste & Recycling
 WEBSITE: www.usarecycle.com
 TOP EXECUTIVE: Frank Antonacci, COO

USAAW is a waste hauling and processing company that provides residential and commercial services. Founded in 1974 as Somers Sanitation, USAAW has had three generations of the Antonacci family as leaders.

Employee Recognition: Employees are honored through the Safety Zero Program, which celebrates zero injuries, and the Driver's Excellence quarterly awards based on safety, attendance, customer service and cleanliness. Birthdays are marked with cards and \$50 as well as congratulatory texts and emails. "Workaversary" dates are acknowl-



edged in a newsletter and messages.

Survey Says: Based on employee feedback, equipment needs, benefits and pay levels were adjusted.

Employee Training: Emerging Leadership Program is open to all for growth opportunities. Continuous feedback coaching is given instead of yearly performance reviews. Fully paid tuition reimbursement and training are available for mechanics, drivers and operators.

Giving Back: Company volunteers during community cleanups, supports Little League teams and established a foundation for charitable endeavors.



11 Burns + McDonnell

CT MAIN OFFICE: Wallingford
 INDUSTRY: Construction, Engineering, Architecture
 WEBSITE: www.burnsmcd.com
 TOP CT EXECUTIVE: Jerry Fan, Senior Vice President

Burns + McDonnell is a family of companies bringing together 13,500 engineers, architects and construction professionals to design and build infrastructure.

Taking Ownership: As a 100% employee-owned company for 35 years, employees participate in the profitability on their first day at no cost. The firm has a turnover rate of 5%.

Employee Recognition: Through Burns + McDonnell's "MacCulture"

recognition, managers honor employee/owners via point incentives that can be redeemed for gift cards or merchandise. Non-monetary peer-to-peer recognition is also given.

Fun & Relaxation: Employees mark Employee Ownership Month in October with a pancake breakfast and family trick or treat. The company celebrates its founders each April with lunch and a silent auction to benefit a charity.



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12 Comcast Western New England Region

CT MAIN OFFICE: Berlin
 INDUSTRY: Telecommunications
 WEBSITE: www.corporate.comcast.com
 TOP CT EXECUTIVE: Carolyne Hannan, Regional Senior Vice President



Comcast is a global media and technology company focused on connectivity, aggregation and streaming, with 57 million customers in the U.S. and Europe.

Employee Benefits: On the first day of hire, Comcast covers 75% of medical, dental and vision insurance for employees, and 75% of medical and dental for dependents.

Employee Recognition: Kudos given through “thx,” a social recognition platform that provides employees with digital points that can be

redeemed for items or experiences. Employees who create “Moments of Joy,” are awarded \$500 bonuses.

DEI Initiatives: Employee resource groups include MyAbilities, Black Employees Network and Veterans Network. Annual DEI Day and summer learning challenge are conducted.

Fun & Relaxation: Comcast hosts a softball tournament, family picnic, BBQs, ComTech Jeopardy competition and pep rally.



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We are honored to be named one of the 2024 Best Places to Work in Connecticut by the *Hartford Business Journal*. We thank our employees for being committed to providing our customers with an unparalleled experience and for all they do in our communities.





13 NBT Bank

CT MAIN OFFICE: West Hartford
 INDUSTRY: Banking
 WEBSITE: www.nbtbank.com
 TOP CT EXECUTIVE: Andreas Kapetanopoulos, Regional President



NBT Bank offers personal and business banking as well as wealth management services for 153 locations in seven states, including Connecticut.

Employee Recognition: Officer titles are awarded to employees who have made significant contributions to the company's success. Annually, top-performing retail teams are recognized for sales and service excellence. Birthdays, anniversaries, new hires and promotions are celebrated via the bank's

internal Share Point site monthly.

Fun & Relaxation: As a Yard Goats sponsor, employees are able to attend baseball games and other events. NBT hosts a VIP event during the Historic Festival at Lime Rock Park on Labor Day weekend.

Survey Says: As a result of employee feedback, a career development manager role was created. Leadership also studied communication methods to improve ways to bring information to employees.



Thank you

to our employees for nominating us as one of the Hartford Business Journal's **Best Places to Work** in Connecticut! We couldn't have done it without you! Visit www.nbtbank.com/toprated.



HBJ 2024 Upcoming Issues

APRIL 1 • DEI

Lists: MINORITY OWNED FIRMS / WOMEN OWNED FIRMS

APRIL 15 • Commercial Real Estate

Lists: COMMERCIAL PROPERTY SALES / CO-WORKING SPACES

APRIL 29 • Higher Education

Lists: COLLEGES & UNIVERSITIES / INSURANCE BROKERS

MAY 13 • Small Business Week

Lists: LARGEST SBA LENDERS / CHAMBERS OF COMMERCE

MAY 27 • Arts & Culture

Lists: LARGEST ARTS & CULTURE NONPROFITS / LARGEST ENTERTAINMENT & SPORTING VENUES

JUNE 10 • Power 25 in Real Estate

Lists: COMMERCIAL REAL ESTATE BROKERS / COMMERCIAL CONTRACTORS

JUNE 24 • Wealth Management

Lists: WEALTH MANAGEMENT FIRMS / HIGHEST-PAID CEOs

JULY 8 • Non Profits

Lists: LARGEST SOCIAL SERVICES NONPROFITS IN GREATER HARTFORD / COMMUNITY FOUNDATIONS

JULY 22 • Workplace

Lists: ARCHITECTURAL FIRMS / EMPLOYEE BENEFIT FIRMS

AUGUST 5 • Privately Held Companies

Lists: TOP 25 PRIVATELY HELD COMPANIES / AIRPORT PASSENGERS & DESTINATIONS

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