

**Benefits:** 401(k), health care, paid vacation, paid holidays, life insurance, profit sharing (bonuses distributed twice per year to all staff). Also, continuing education funded by the company, reimbursement arrangement for CPA exam study, discounted gym membership, professional association memberships funded by the company

**Celebrating employees:** Quarterly birthday lunch, half-day paid vacation for birthday, monthly breakfast with prizes and games, annual companywide party and games night

**Charitable endeavors:** Three charitable events per year with participation by entire staff. Examples are organizing food boxes at San Antonio Food Bank, preparing breakfast and serving to homeless at St. Vincent de Paul, and providing Christmas for a disadvantaged family

**Cool perks:** Half-day Fridays May through September; buddy groups to plan social engagements and solicit feedback; flex schedules to accommodate work/life balance; facilitated leadership development program for all professional staff; "Late night Thursdays" during busy season with dinner provided by the company

**Why your company ranks as a Best Place to Work:** Folks are encouraged to develop relationships with both co-workers and clients. Work/life balance is taken seriously, with a relaxed atmosphere regarding scheduling and time off. Challenging work assignments keep staff engaged and learning. Focus on quality continuing education helps staff further their careers and keep a competitive edge.

**People would be surprised to know that...:** We are accountants with personality!

**What employees are saying:**

• "Armstrong, Vaughan & Associates, is a GREAT place to work. Everyone works well together and there's always a feeling of family here. If someone has a problem with something or questions about something they don't understand, there is always someone to mentor them and help them learn and understand."

• "I enjoy being a part of such a great team."

## 11. Cleary Zimmermann Engineers

**Address:** 1344 S. Flores, Suite 101  
San Antonio, TX 78204

**Phone:** 210-447-6100

**Web:** ClearyZimmermann.com

**Top local executive:** Wade Cleary, PE, Managing Principal  
**Number of full-time employees:** 36

**Principal products/services:** Mechanical, electrical, plumbing engineering services; building commissioning

**Gross 2009 revenue range:** \$500,000-\$9 million  
**Year founded:** 2006



Cleary

**Benefits:** 401(k), health care, paid vacation, paid holidays, life insurance, profit sharing. Also, health savings account option.

**Celebrating employees:** Generous year-end bonuses; quarterly barbecues (principals cook ribs, sausage, chicken for the employees) at the office with games/contest to win prizes; St. Patrick Day celebrations — who can wear the most green; monthly birthday celebrations; licensing, certification and graduation ice cream celebrations; gift cards to restaurants when

the firm achieves a goal or milestone; a very nice Christmas dinner with great prizes and raffle drawings; and a summer picnic at a Missions baseball game.

**Charitable endeavors:** Scholarship funds, financial support of multiple education foundations (Northside Education Foundation, Walter Gerlach Livestock Show, Schertz/Cibolo/Universal City ISD Education Foundation, East Central ISD Education Foundation, North East ISD Education Foundation), Children's Museum, CANstruction Food Drive, MS Bike to the Beach and UTSA scholarships

**Cool perks:** Flexible work schedules for working parents, half-day Friday schedule; bowling league sponsorship; free sodas; planned bus tours of our projects for the staff

**Why your company ranks as a Best Place to Work:** Being in business only four years, we have ultra-low turnover due to mutual respect, fun and team culture in the company.

**People would be surprised to know that...:** Our company staff/principals barbecue for our clients either by inviting them to our office or we take our pit on the road to their office. We cook onsite three different types of meat, provide all of the side dishes and beverages. We have done this for the past year and our clients and employees love it!

**What employees are saying:**

• "Great place to work. I feel appreciated."



COURTESY OF CLEARY ZIMMERMANN ENGINEERS

Cleary Zimmermann hosts a pumpkin carving contest.

• "I feel honored to be a part of this great organization and hope to be a part of it for years to come!"

• "We get to do a lot of activities most firms don't that include teamwork and fun."

## 12. Prichard Hawkins McFarland & Young LLP

**Address:** 10101 Reunion Place,  
Suite 600

San Antonio, TX 78216

**Phone:** 210-477-7400

**Web:** www.phmy.com

**Top local executive:** Kevin M. Young and Grant T. McFarland,

Co-Managing Partners

**Number of full-time employees:** 34



Young

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