

know that you are in a well-balanced atmosphere. You can feel the positiveness flowing all around; whether its from the recognition of an individual to solving an issue with your teammates, you're filled with the drive to not only get yourself ahead but the company as well!"

• "I enjoy working for a company that is extremely innovative and constantly evolving to set the trends in our industry. I value the positive work environment that has been built. We all pull together when we need to, and that is inspiring."



15. CLEARY ZIMMERMANN ENGINEERS

1344 S. Flores, Suite 101
San Antonio, TX 78204
Phone: 210-447-6100
www.clearyzimmermann.com

Top local executive: Wade Cleary, PE, Managing Principal and Danny Zimmermann, PE, Principal
No. of full-time employees: 35

Principal products/services: Cleary Zimmermann Engineers is a consulting engineering firm specializing in mechanical, electrical and plumbing building systems. Our services include engineering design and analysis, NEBB certified commissioning, construction oversight, and turn-key management for highly technical projects.

Gross 2010 revenue range: DND
Year founded: 2006

BENEFITS THAT HELP KEEP EMPLOYEES IN THE GAME: Cleary Zimmermann Engineers is always interested in ways that will benefit our employees' wellness. We are in the beginning stages of consulting local gyms for a corporate program, as well as encouraging a smoke-free work environment.

CELEBRATING EMPLOYEE PERFORMANCE: We acknowledge hard work by offering performance bonuses. We also acknowledge our employees certifications. We have 7 LEED Accredited Professionals (LEED AP) and 10 certified Professional Engineers (PE). We recently had an employee pass their PE Exam and held a recognition lunch in our office to celebrate with that individual, along with providing them with a bonus. Cleary Zimmermann also provides a bonus to individuals who pass their LEED AP Exam, Engineer in Training (EIT) or PE exam, as well as other professional affiliations, such as Certified Professional Services Marketer (CPSM).

EMPLOYEE GATHERINGS: We host monthly employee gatherings that focus on one of our seven core values (selfless service; quality; collaboration; progression; creative flexibility; fun, energetic and friendly culture; and empowerment). In February we hosted an employee luncheon for an employee who passed their Professional Engineers Exam; March we hosted an employee Chili/Pie Cookoff; April we hosted an Open House for our employees to meet our clients and to celebrate our five-year anniversary and in May we hosted a SoFlo block party BBQ with two neighboring firms. CZ also holds site tours on a regular basis. For our site tours we provide a shuttle bus and picnic lunch and take our employees to a recently completed project for a scheduled tour. It is a great way to share our accomplishments with our employees. We are always thinking of ways to engage our employees in fun,

energetic and friendly ways (one of our core values).

CHARITABLE ENDEAVORS: Cleary Zimmermann Engineers encourages our employees to give back to our community. Leading by example, our Principals, Wade Cleary and Danny Zimmermann, are both highly involved with their churches, and are on several local boards including Northeast Education Foundation, Schertz-Cibolo-Universal City ISD Education Foundation, San Antonio ISD Foundation and the North Chamber of Commerce. Cleary Zimmermann also believes in sponsoring charitable organizations and causes. We sponsor several functions yearly including the Walter Gerlock Junior Livestock Sale, the Bexar County Junior Livestock Sale and several other galas and fundraisers throughout the year.

GAME-WINNING PERKS: We have half-day Fridays every Friday. We stock our kitchens with sodas, coffee, tea, hot chocolate and water for our employees to enjoy. CZ hosts several lunch and learns throughout the year based on topics our employees show interest in. We have a family fun day in the summer and host a family Christmas party every year. CZ also hosts barbecues for our employees on a quarterly basis. At these barbecues the firm principals use our CZ-logged BBQ pit and cook for our staff. We also host holiday-specific events (a CZ Olympics in the summertime, pumpkin carving in October, a Thanksgiving potluck lunch, a family-oriented Christmas party), etc.

WHY DOES YOUR COMPANY SCORE A HOMERUN WITH EMPLOYEES? We make it a goal to host several employee appreciation events throughout the year (i.e. Missions games, family fun days at SeaWorld, quarterly barbecues). We recognize our employees' hard work and feel that it is important to show our gratitude for the exceptional staff we have. Cleary Zimmermann Engineers welcomes employee input and host weekly staff meetings so that the entire firm is well aware of the projects that we are working on, as well as what is coming down the pike. We have an open communication policy and take the time at weekly staff meetings to learn about the projects we are currently working on.

SOMETHING THAT PEOPLE WOULD BE SURPRISED TO KNOW ABOUT YOUR COMPANY: While Cleary Zimmermann Engineers is a relatively young firm, we do not lack experience. Our heritage spans over three decades and includes a diverse portfolio of challenging and inspiring projects in both public and private sectors.

WHAT EMPLOYEES ARE SAYING:

- "Cleary Zimmermann Engineers is a wonderful and unique place to work. The collaboration between employees is above par. Hard work is recognized."
- "If I win the lottery tomorrow, I'll still return to work here the next day."



16. SPECTRUM ASSOCIATION MANAGEMENT LP

17319 San Pedro Ave., #318
San Antonio, TX 78232
Phone: 210-494-0659
www.spectrumam.com

Top local executive: Andy Hill, CEO
No. of full-time employees: 47
Principal products/services: Spectrum Association Management manages mandatory homeowners associations, condo associations, and office condo

associations.

Gross 2010 revenue range: \$500,000 - \$9 Million
Year founded: 2001

CELEBRATING EMPLOYEE PERFORMANCE: We give employees Spectrum bucks when they are caught doing great things. We focus on catching people doing well. Employees can accumulate Spectrum bucks and use them to buy additional days off or other prizes. At each annual anniversary of an employee they receive a lump sum of Spectrum bucks based on the number of years they have been with the company. We also do morning FAN E-MAIL announcements. When one of our customers writes in an e-mail praising someone in the company, the CEO e-mails the entire company and/or makes an announcement on the intercom regarding this customer's experience and the great job the employee did in helping them.

EMPLOYEE GATHERINGS: Every month the company hosts what is called an odd-ball event. These events are not announced to the staff until the morning they take place. We do such things as paper airplane competitions, we have had a competition to see how many marshmallows can be stuffed in your mouth, and how many "lucky charms" you can find on St Patrick's Day. Each month is something different. The winner of every event receives a gift card or another type of prize. We also have other events such as a company campout, lake day, picnic, golf outings, and company bowling day, etc.

CHARITABLE ENDEAVORS: The company offers 40 paid hours that the employee can take during work hours to do any type of volunteer work. This paid time off is above the regular PTO each employee has.

GAME-WINNING PERKS: The company offers tickets to different events throughout the year such as Spurs games, concerts, and other events in the community. We have hosted seminars to help employees with money management, we have a free fountain drink machine in our breakroom, and occasionally have a dessert cart roll through the office with good snacks.

WHY DOES YOUR COMPANY SCORE A HOMERUN WITH EMPLOYEES? We all work hard but try and have fun while we do it. There is a spirit alive in our organization that has to do with making it a good experience to live in a community we manage. The company really cares about its employees and everyone works as a team. Everyone in the company has the same mutual goal - we are different internally so that we are different than our competitors in HOA management externally.

SOMETHING THAT PEOPLE WOULD BE SURPRISED TO KNOW ABOUT YOUR COMPANY: WE ARE NOT THE GYM! ;)

WHAT EMPLOYEES ARE SAYING:

- "Customer service is our premier goal. We all recognize that excellent customer service, client retention and growth go hand in hand in assuring our success."
- "I love working for Spectrum. The management team is really great and builds up everyone and really motivates us all."



17. ACCESS QUALITY THERAPY SERVICES

2929 Mossrock, Suite 200
San Antonio, TX 78230
Phone: 210-349-0096

www.accessqualitycare.com



Rodriguez

Top local executive: Rob Rodriguez, co-owner/founder/CEO and Melinda Rodriguez, PT, DPT, co-owner/founder
No. of full-time employees: 20

Principal products/services: Health care services. Specialized home health and outpatient rehabilitation

agency focused on the treatment of neurological and orthopedic conditions.

Gross 2010 revenue range: \$500,000-\$9 million
Year founded: 1998

BENEFITS THAT HELP KEEP EMPLOYEES IN THE GAME: Company paid employee accidental insurance

CELEBRATING EMPLOYEE PERFORMANCE: Employee of quarter celebration, employee appreciation gifts, employee appreciation monthly luncheons, customer service incentives

EMPLOYEE GATHERINGS: Monthly birthday celebrations, summer picnic, Christmas party for employees & family, holiday luncheons, monthly pot luck lunches, favorite food dish cook-offs, monthly after hours socials (bowling & karaoke are the favorites!)

CHARITABLE ENDEAVORS: AQTs employees have the opportunity to nominate his/her favorite charity for a quarterly charitable gift giving program. The company supports various nonprofit organizations and community programs which include San Antonio Youth Literacy, Jewish Family Service, San Antonio Can! High School, Alamo Area Parkinson's Support Group, Alzheimer's Association, Triple H Equithery, Be A Santa To A Senior and Humor For Heroes.

GAME-WINNING PERKS: Casual dress Fridays, ongoing training available for all employees offered through workshops and inservices, Lunch-N-Learn Fridays providing employee with lunch and presentations on health-related topics and community resources, flexible employee schedules which allow employees to take care of needs of children and family, company pays for continuing education hours for all licensed employees

WHY DOES YOUR COMPANY SCORE A HOMERUN WITH EMPLOYEES? Each work day brings our employees the opportunity to make a difference and improve the quality of life for so many people. Our employees share the same goals and vision and our dedicated team of professionals strive to provide our patients with the most compassionate and best possible care.

SOMETHING THAT PEOPLE WOULD BE SURPRISED TO KNOW ABOUT YOUR COMPANY: We have an outpatient rehabilitation clinic that we call our "POP" (Parkinson's Outreach Program of SA). We use video gaming programs (Wii and Kinect) for the rehab management of individuals with Parkinson's Disease and neurological movement disorders. Our patients and wellness exercise group enjoys participating in our annual Wii Bowling Tournament.

WHAT EMPLOYEES ARE SAYING:

- "Great place to work. Employees have become an extended family. Love getting up and going to work each morning."
- "We have a dedicated team who believes in quality care!"