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From the Baltimore Business Journal:

<https://www.bizjournals.com/baltimore/news/2020/09/25/here-are-other-small-business-finalists-bptw-2020.html>

Best Places to Work 2020: Here are the other small business finalists

Sep 25, 2020, 7:00am EDT

Read every article from our 2020 Best Places to Work publication and see all the winners [here](#).

This year's Best Places to Work Awards were as competitive as any, with several companies just making the cut for first-through-third place. These other finalists were just behind, and their employees rated them highly for being great places to work for a number of reasons.

Here's a bit of info about the rest of the finalists in the **small-sized category**, for companies with 25 to 49 employees.

cloudtamer.io

Employees: 26

Location: Fulton

Top local executive: Brian Price, CEO and co-founder

What they do: cloudtamer.io is a technology company creating software that makes working in the cloud easier for both commercial and government organizations.

How has your company prioritized diversity?

Unfortunately, the tragic murder of George Floyd was not the first such event this year. However, it was the event that changed our country permanently. In response, cloudtamer.io first hosted town hall meetings with employees to discuss how as a company we can ensure we have a workplace free of bias and any types of discrimination to set an example. We also formed a diversity and inclusion (D&I) council to focus more effort on our D&I strategy in terms of recruitment strategies, local community support and outreach, and internal events and training. This council is employee-led, with regular briefings to the senior leadership team. Already, the council has made recruiting recommendations to leadership that are being implemented as we look to broaden our candidate pool.

Eleven Peppers Studios

Employees: 43

Location: Columbia

Top local executive: Kristen Parks, Owner and chief creative officer



SMALL COMPANIES FINALISTS

CATIE PETERSON

Here are the other finalists in the small category of businesses — those with 25 to 49 employees — from this year's Best Places to Work Awards.

What they do: Eleven Peppers Studios is a woman-owned communications firm specializing in user experience, branding and marketing for commercial and government clients.

How has your company prioritized diversity?

Eleven Peppers at its core has always believed in hiring the best people that fit with our culture — regardless of any demographic factor — so seeking diversity is not new. This approach has allowed us to build a team that is diverse, talented and inclusive, and we will continue to do so as the company grows.

Heritage Financial Consultants, LLC

Employees: 49

Location: Cockeysville

Top local executive: Brian Gracie, Founding partner

What they do: Heritage Financial Consultants is a comprehensive financial planning firm offering services including financial planning, investment management, estate and retirement planning, risk management/insurance, business ownership and succession planning, and corporate executive services.

How has the culture of your office shifted in the last six months due to the pandemic?

Shifting to 100% telework for several months was a major adjustment process for everyone. To keep morale healthy, we launched initiatives to keep the group connected. We had virtual happy hours and even conducted virtual coffee breaks every Tuesday and Thursday at 9 a.m. for 15 minutes for everyone to dial in and to chat and share what was happening in their lives, with shop talk prohibited.

Even though we were not able to volunteer as a group, we did have a lot of individual planners who stepped up their efforts during the pandemic. For example, Andrew Horowitz sponsored a catered meal for front-line hospital workers. This not only helped the hospital, but also the restaurant he ordered it from. Kathy Armstrong did a PB&J drive with clients and delivered the sandwiches to a local charity.

We have been fortunate enough to remain durable and stable during the pandemic, avoiding any layoffs. This has kept our strong culture intact and thriving during this crisis.

Insperty

Employees: 44

Location: Fulton

Top local executive: Rory Cooper, Regional sales manager

What they do: Insperty provides human resources and business solutions designed to help improve business performance.

How has the culture of your office shifted in the last six months due to the pandemic?

Insperty has always supported the ability of employees to work remotely as needed. Once we shifted to full-time remote it created an opportunity to increase the frequency and consistency of communication within our teams, using video calls so that we were able to stay connected in a more personal way. Additionally, we encouraged the development of creative opportunities to promote informal interaction with virtual “around the water cooler” meetings, which were featured on our employee intranet. These were well received and will continue to be enhanced in the future.

Maryland Addiction Recovery Center

Employees: 39

Location: Towson

Top local executive: Sam Bierman, Co-founder, Executive Director

What they do: Maryland Addiction Recovery Center offers comprehensive treatment for individuals and families suffering from addiction, substance use disorders and co-occurring disorders.

What makes your workplace culture unique?

Maryland Addiction Recovery Center is a nationally recognized organization with a family feel. As a provider of addiction and mental health services, we believe that taking care of our staff and their self-care drives the high quality of patient care we offer. We operate like a family, ensuring our staff's needs are met so that they in turn may meet the needs of our patients.

Moser Consulting

Employees: 42

Location: Windsor Mill

Top local executive: Melinda Plaugher, Vice president of government markets

What they do: Moser Consulting is a technology solutions company providing consulting, systems integration and managed services to clients.

What makes your workplace culture unique?

We put our employees first. We have put in place benefits and amenities that enable an atmosphere that encourages wellness, growth, flexibility and opportunity for every employee. Moser offers a high-quality, affordable health care package to all full-time employees year after year despite annual rate increases. We have a wellness program that provides \$1,200 annually to each employee to spend on their well-being. We also encourage growth and advancement through annual training opportunities, spending approximately \$5,000 for training on each employee annually.

Moser has always embraced and encouraged a healthy work-life balance and has been accommodating to employees with flexible schedules and work-from-home opportunities when needed. Lastly, some of the most fun benefits include a fully stocked kitchen in all three office locations, with catered lunches multiple days a week.

Silverman Thompson Slutkin and White

Employees: 49

Location: Baltimore

Top local executive: Steven Silverman, Managing partner

What they do: Silverman Thompson Slutkin and White a downtown Baltimore-based litigation firm with attorneys covering an array of practice areas.

How has the culture of your office shifted in the last six months due to the pandemic?

We have remained supportive of our attorneys and staff throughout the pandemic with a safe and healthy work environment, and have remained committed to our clients through virtual meetings.

