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ALLIANTGROUP

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**What does it take for a candidate to stand out and get hired by your company?** We look for those who wake up every day wanting to win! Those who have a desire to grow and invest their talents into others.

**How do you work to ensure all employees feel valued?** We reward them for their results and recognize them with shoutouts, whether company-wide or in team

meetings. We promote and give raises without prompting, which lets our professionals know we see the value they bring and reward them without waiting for them to ask.

**What is your company doing to attract or retain young professionals?** We have an established campus recruiting team that recruits students from campuses all across the United States.

**BPTW SCORE**  
**94.26**

**WHAT THEY DO**  
Specialty tax services provider

**TOP EXECUTIVE**  
Dhaval Jadav, CEO

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KATHLYN DRAGNA PHOTOGRAPHY

## CALDWELL COS.

**As we evaluate work-from-home, in-office and hybrid work situations, what has your company embraced and why?** We have no desire to "return to normal." This pandemic has caused us to re-evaluate the way we do business and it would be amiss to not learn from and adapt to this new environment we now find ourselves operating in. Working from home will likely be a continuous policy for those

who thrive in that environment and we're looking at ways to reallocate our current workspace so it's more effective for today's office needs.

**How do you work to ensure all employees feel valued?** We take the time to listen to our associates' needs and incorporate their feedback as best we can. We encourage our associates to be lifelong learners.

**BPTW SCORE**  
**92.98**

**WHAT THEY DO**  
Commercial real estate brokerage and developer

**TOP EXECUTIVE**  
Fred Caldwell, president and CEO

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